

CALIFORNIA ASSESSORS' OFFICES SALARY AND BENEFIT SURVEY

1999-2000

JULY 2000

CALIFORNIA STATE BOARD OF EQUALIZATION

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FIRST DISTRICT
SECOND DISTRICT
THIRD DISTRICT
FOURTH DISTRICT
STATE CONTROLLER

JAMES E. SPEED, EXECUTIVE DIRECTOR



CALIFORNIA ASSESSORS' OFFICES SALARY SURVEY 1999-2000

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INTRODUCTION

This is a report of salaries and employee benefits in California Assessors' Offices and the Property Taxes Department of the State Board of Equalization. The report provides (1) a list of budgeted positions (including vacancies) and monthly salary ranges for each county assessor's office; (2) a list of salaries of appointees to county assessment appeals boards and hearing officers; and (3) a comparison of benefits available to county and state employees.

This data was compiled by the Board's Policy, Planning and Standards Division from a questionnaire sent to all assessors. A copy of the questionnaire that was mailed to assessors requesting data for the 1999-2000 fiscal year is contained in Appendix A. Fifty-six of the 58 counties reported data; Alpine and Mono Counties were the only counties that did not provide any data for 1999-2000. In addition, Yuba County did not provide any benefit information.

For details regarding any county position, salary, or benefit, you should contact the local assessor or the county personnel office. Contact the Board's Policy, Planning, and Standards Division at (916) 445-4982 if you have questions about state salaries, classifications, and/or benefits.

SALARIES

This section contains a list of civil service classifications for each county assessor's office, the number of budgeted positions (including vacancies), the number of State-County Property Tax Administration Program (PTAP) positions, and the monthly salary ranges for each classification. For comparison purposes, this report provides some of State of California civil service classifications and salary ranges at the State Board of Equalization's Property Taxes Department. All salaries are monthly. The State-County Property Tax Administration Program was established by the Legislature in 1995 (Chapter 914, Statutes of 1995) and provides counties access to a \$60 million loan to supplement their existing property tax administration program and process existing work backlogs. Many counties have used these monies to hire additional staff.

Following the salaries of positions in county assessors' offices is a list of salaries of appointees to county assessment appeals boards and hearing officers. For purposes of this survey, we specifically requested salaries of assessment appeals boards and not county boards of supervisors sitting as assessment appeals boards. Assessment appeals boards are those boards separately appointed by the county board of supervisors to carry out the equalization function of the county. Please note that not all counties have separately appointed assessment appeals boards and/or hearing officers.

BENEFITS

This section contains a comparison of various benefits provided for, or available to, state and county employees. Benefits are separated into four categories: retirement, health, leave, and miscellaneous. Please note that this is not an all inclusive list; it only reflects information provided by the counties. For more details on employment benefits offered by a particular county, please contact that county's personnel office.

SECTION II

SALARIES

STATE BOARD OF EQUALIZATION SALARIES

For comparison purposes, some of the State of California civil service classifications and salary ranges at the Board of Equalization's Property Taxes Department are listed below.

ADMINISTRATORS:

Deputy Director—Property Taxes (CEA IV)	7,716-8,505
Division Chief (CEA II)	6,687-7,373
Principal Property Appraiser	5,800-6,395

SUPERVISORS:

Supervising Property Appraiser	4,772-5,757
Supervisor Tax Area Services	3,860-4,694
Office Services Supervisor I	2,258-2,748
Supervising Tax Technician I	2,349-2,853

APPRAISERS:

Senior Specialist Property Appraiser	4,542-5,520
Associate Property Appraiser	3,952-4,805
Assistant Property Appraiser	3,287-3,995
Junior Property Appraiser	2,411-2,792
Senior Petroleum & Mining Appraisal Engineer	5,626-6,838
Associate Oil & Gas Appraisal Engineer	4,887-5,937

AUDITOR APPRAISERS

Senior Specialist Property Auditor Appraiser	4,542-5,520
Associate Property Auditor Appraiser	3,952-4,805
Assistant Property Auditor Appraiser	3,287-3,995

CADASTRAL DRAFTERS:

Senior Delineator	3,199-3,888
Delineator	2,668-3,241
Drafting Services Aide	1,946-2,857

PROFESSIONAL SUPPORT:

Tax Technician I	1,951-2,546
Tax Technician II	2,258-2,745
Tax Technician III	2,525-3,070
Staff Services Analyst	2,411-3,805
Associate Information Systems Analyst (Specialist)	3,952-4,805

SUPPORT STAFF:

Executive Assistant	2,813-3,419
Secretary	2,298-2,794
Office Technician	2,258-2,745
Office Assistant (Typing)	1,835-2,370
Word Processing Technician	1,951-2,546

All employees will receive a 4% increase effective September 1, 2000.

ALAMEDA**TOTAL REPORTED POSITIONS: 189.585**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP¹</u>	<u>Monthly Salary</u>
Assessor	1		\$10,308
Chief Deputy Assessor	1		9,370
Chief, Appraisal Division	1		8,188
Chief, Appraisal Services Division	1		8,188
Administrative Services Officer	1		5,971
Administrative Specialist II	1		4,617
Principal Appraiser	1		6,882
Supervising Appraiser II	6	3	5,881
Appraiser III	19	4	4,451
Appraiser II	28	4	3,977
Principal Auditor-Appraiser	1		6,882
Supervising Auditor-Appraiser II	4		5,881
Auditor-Appraiser III	13		4,451
Auditor-Appraiser II	11		3,977
Mapping Supervisor	1		4,752
Mapping Technician III	4		3,479
Mapping Technician II	1		3,179
Information Systems Analyst	1		5,839
Information Systems Specialist	1	1	4,617
Information Systems Technician II	2		3,634
Exemption Supervisor	1		5,108
Assessor's Representative	3		5,108
Training Officer	0	1	5,108
Assessment Roll Supervisor	1		4,753
Assessment Technician	8	2	3,080
Supervising Clerk II	3		3,989
Supervising Clerk I	5		3,791
Secretary II	1		4,183
Supervising Secretary I	1		3,989
Secretary I	3		3,021
Specialist Clerk	23		2,868
Data Input Clerk	4		2,754
Payroll Records Clerk	1		2,895
Supply Clerk II	1		2,719
Lead Clerk	1		2,912
Clerk II	19		2,754
Clerk Intermittent	0.585		13.95/Hour

¹ PTAP = State-County Property Tax Administration Program (AB 818, Chapter 914, Statutes of 1995).

ALPINE ***TOTAL REPORTED POSITIONS: 2.5**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,136
Appraiser I/II	0.5		2,184-2,655
Assessment Office Specialist I	1		2,239-2,722

* 1998-99 Salary Data; no data submitted for 1999-2000.

AMADOR**TOTAL REPORTED POSITIONS: 11.5**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,506
Chief Appraiser	1		3,288-3,996
Administrative Support Supervisor	1		2,093-2,543
Appraiser III	2		2,843-3,455
Appraiser I	0	1.5	2,248-2,731
Auditor-Appraiser I	1		2,364-2,874
Cadastral Drafting Tech II	1		2,305-2,803
Fiscal & Technical Services Asst. I	0.5	0.5	1,517-1,844
Fiscal & Technical Services Asst. III	2		1,917-2,329

BUTTE**TOTAL REPORTED POSITIONS: 49**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$6,352
Assistant Assessor	1		4,180-5,081
Assessment Systems/Standards Officer	1		3,553-4,310
Supervisor - Appraiser	3		3,553-4,310
Supervisor - Auditor Appraiser	1		3,599-4,375
Senior Appraiser	2		3,038-3,692
Appraiser III	9		2,763-3,358
Appraiser II	3		2,501-3,040
Appraiser I	1		2,275-2,765
Appraisal Specialist	4		2,061-2,505
Auditor-Appraiser II	2		2,682-3,259
Auditor-Appraiser I	1		2,427-2,950
Information Systems Analyst I	1		2,904-3,530
Senior Cadastral Drafting Technician	1		2,452-2,953
Cadastral Drafting Technician	2		2,188-2,659
Supervisor - Assessment Office	1		2,925-3,548

BUTTE (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Supervisor - Staff Support Services	1		2,526-3,070
Staff Services System Specialist	1		2,580-3,109
Assessment Clerk III	3		2,008-2,441
Assessment Clerk II	7		1,817-2,209
Assessment Clerk I	1		1,653-2,009
Office Assistant	1		1,282-1,558
Administrative Services Assistant	1		2,028-2,465

CALAVERAS**TOTAL REPORTED POSITIONS: 16**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,254
Assistant Assessor	1		4,548-5,728
Chief Appraiser	1		3,827-4,652
Supervising Appraiser	1		3,297-4,007
Appraiser III	1	1	2,905-3,531
Appraiser II	2		2,650-3,222
Appraiser I	0		2,446-2,973
Auditor-Appraiser III (1/2 Time)	1		2,981-3,624
Drafting Services Technician II	2		2,890-3,526
Senior Assessment Clerk	1		1,846-2,243
Assessment Clerk	3	1	1,704-2,071

COLUSA**TOTAL REPORTED POSITIONS: 11**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		3,976-4,833
Assistant Assessor	1		2,777-3,384
Chief Appraiser	1		2,579-3,142
Appraiser III	1		2,395-2,918
Appraiser II	1	1	2,169-2,643
Drafting Technician	1		1,966-2,395
Assessment Roll Supervisor	1		2,117-2,579
Assessment Technician	1		1,825-2,224
Assessment Clerk II	1		1,462-1,781
Transfer Analyst	1		1,696-2,065

CONTRA COSTA**TOTAL REPORTED POSITIONS: 139**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,947
Assistant Assessor-Exempt	2		7,782-8,579
Principal Appraiser	4		5,592-7,158
Supervising Appraiser	7	1	4,837-6,192
Associate Appraiser	22		*4,053-4,926
Assistant Appraiser	21	2	*3,233-3,930
Real Property Technical Assistant	4	6	2,722-3,477
Supervising Auditor-Appraiser	1		4,837-6,192
Senior Auditor-Appraiser	5		4,312-5,241
Auditor-Appraiser II	4	1	3,566-4,335
Network Administrator 1	1		4,597-5,588
Drafting Services Coordinator	1		4,045-4,917
Computer Aided Drafting Operator	3		3,392-4,123
Senior Drafter	1		3,018-3,668
Clerical Staff Manager	1		4,006-5,116
Supervising Assessment Clerk	4		*2,903-3,707
Clerk-Specialist Level	8		2,691-3,437
Clerk-Senior Level	20		2,383-3,043
Clerk-Experienced Level	14		2,157-2,622
Information Systems Assistant II	1		2,323-2,823
Administrative Aide	1		2,250-3,490
Executive Secretary	1		3,594-3,962
Secretary-Advanced Level	1		2,800-3,585
Local Exemption Specialist	1		2,905-3,709

* Labor contract expired September 30, 1999. Currently in labor contract negotiations.

DEL NORTE**TOTAL REPORTED POSITIONS: 9**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,723
Chief, Appraisal Division	1		3,082-4,030
Chief, Administration	1		2,356-3,157
Auditor-Appraiser II	1		2,474-3,315
Property Appraiser II	2		2,189-2,934
Map Drafting/Transfer Technician	1		2,085-2,794
Account Clerk II/III	2		1,481-2,189

EL DORADO**TOTAL REPORTED POSITIONS: 42**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$7,084
Assistant Assessor	1		4,533-5,509
Assessment Office Manager	1		3,449-4,195
Senior Information Tech Dept. Coordinator	1		4,018-4,885
Assessment Standards Supervisor	1		3,553-4,321
Supervising Appraiser	2		3,553-4,321
Senior Appraiser	11		3,089-3,754
Appraiser I	2		2,527-3,071
Appraiser Aide	2		2,272-2,763
Senior Auditor/Appraiser	2	1	3,089-3,754
Supervising Cadastral Drafter	1		2,685-3,262
Cadastral Drafter	2		2,437-2,962
Supervising Assessment Technician	2		2,331-2,834
Senior Assessment Technician	5		2,026-2,461
Assessment Technician II	1	5	1,870-2,276
Executive Secretary	1		2,097-2,551

FRESNO**TOTAL REPORTED POSITIONS: 136**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,510
Assistant Assessor	1		7,043
Chief Appraiser	1		6,613
Chief Auditor-Appraiser	1		6,506
Supervisor-Assessment Standards Division	1		5,834
Supervising Appraiser	3		5,672
Supervising Auditor-Appraiser	1		5,618
Senior Appraiser	6	1	4,066-4,946
Appraiser III <i>or</i>	0		3,421-4,157
Appraiser II <i>or</i>	33	4	2,903-3,529
Appraiser I	0		2,511-3,052
Petroleum Appraiser Aide	1		1,980-2,407
Senior Auditor-Appraiser	2		4,066-4,946
Auditor-Appraiser III <i>or</i>	0		3,421-4,157
Auditor-Appraiser II <i>or</i>	11		2,903-3,529
Auditor-Appraiser I	0		2,511-3,052
Supervising Cadastral Technician	1		3,254-3,956
Cadastral Technician III	1		2,732-3,321
Cadastral Technician II <i>or</i>	3		2,526-3,068
Cadastral Technician I	2		2,225-2,704

FRESNO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Data Processing Coordinator II <i>or</i>	1		3,211-3,904
Data Processing Coordinator I	0		2,918-3,546
Assessment Services Supervisor	1		3,616-4,396
Supervising Assessment Technician	1		2,288-2,779
Assessment Technician II <i>or</i>	4		1,969-2,394
Assessment Technician I	1		1,677-2,041
Chief Office Assistant	3		2,686-2,961
Supervising Office Assistant II	1		2,238-2,721
Supervising Office Assistant I	5		1,904-2,314
Office Assistant III <i>or</i>	0		1,677-2,041
Office Assistant II <i>or</i>	39	3	1,508-1,833
Office Assistant I	0		1,241-1,510
Administrative Secretary - Confidential	1		2,448-2,974
Secretary IV <i>or</i>	1		2,216-2,693
Secretary III <i>or</i>	0		2,006-2,439
Secretary II <i>or</i>	1		1,633-1,989
Secretary I	0		1,332-1,620

GLENN**TOTAL REPORTED POSITIONS: 10**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,542
Assistant Assessor	1		3,842
Assessment Analyst/Technical Support Administrator	1		2,753-3,354
Senior Appraiser	3		2,407-2,935
Technician	4		1,834-2,236

HUMBOLDT**TOTAL REPORTED POSITIONS: 35**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor**	1		\$5,463
Assistant Assessor*	1		3,770-4,602
Chief Appraiser*	1		3,498-4,270
Supervising Appraiser*	1		3,119-3,808
Senior Appraiser <i>or</i>	9	2	2,431-2,967
Appraiser II <i>or</i>	0		2,211-2,699
Appraiser I	0		1,971-2,406
Supervising Auditor-Appraiser*	1		3,182-3,884
Senior Auditor-Appraiser <i>or</i>	2	1	2,555-3,119
Auditor-Appraiser II <i>or</i>	0		2,211-2,699

HUMBOLDT (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Auditor-Appraiser I	0		1,971-2,406
Cadastral Drafting and Technician	1		1,811-2,211
Data Entry Operator II <i>or</i>	2		1,476-1,802
Data Entry Operator I	0		1,246-1,521
Appraisal Technician	1		1,697-2,072
Executive Secretary*	1		2,082-2,542
Assessment Office Manager*	1		2,530-3,088
Assessment Technician II <i>or</i>	6	1	1,498-1,829
Assessment Technician I	0		1,323-1,615
Property Transfer Supervisor*	1		2,267-2,767
Property Transfer Assistant	2		1,723-2,103

* *These positions are classified as Management and Confidential. In addition to the base salary shown above, these positions receive an annual benefit allowance of \$1,100.*

** *The assessor receives a benefit allowance of \$1,460 plus a contribution to the County's deferred compensation plan equal to three weeks' salary.*

Beginning July 1, 1999, employees with 10 years of uninterrupted County service will receive longevity incentive pay equal to 5% of the gross salary.

IMPERIAL**TOTAL REPORTED POSITIONS: 23**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,999
Assistant Assessor	1		4,117-5,256
Supervising Appraiser	2		3,134-4,002
Appraiser III	6		2,698-3,448
Appraiser II	0		2,497-3,190
Appraiser I	0		2,146-2,745
Supervising Auditor-Appraiser	1		3,203-4,092
Auditor Appraiser II	2		2,698-3,448
Auditor Appraiser I	0		2,497-3,190
Mapping Supervisor	1		2,322-2,965
Mapping Assistant	1		2,045-2,612
Office Supervisor I	1		2,099-2,686
Account Clerk III	3		1,716-2,195
Account Clerk II	2		1,544-1,976
Title Examiner	2		1,582-2,024

INYO**TOTAL REPORTED POSITIONS: 10**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,147
Assistant Assessor	1		3,590-4,364
Supervising Appraiser	0		2,974-3,614
Appraiser III	0		2,701-3,286
Appraiser II	0		2,462-2,993
Appraiser I	1		2,293-2,789
Auditor/Appraiser II	1		2,701-3,286
Auditor/Appraiser I	0		2,462-2,993
Cadastral Technician III	1		2,404-2,920
Supervisor, Fiscal Services (Office Manager)	1		2,517-3,061
Assessment Clerk III	1		2,404-2,920
Assessment Clerk II	1		2,293-2,789
Assessment Clerk II (60%)	1		*1,445-1,757
Assessment Clerk I	1		2,091-2,542

* Includes 5% bonus for second language skills.

KERN**TOTAL REPORTED POSITIONS: 111**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,283
Confidential Assistant Assessor	2		4,959-6,054
Administrative Coordinator	1		2,982-3,640
Chief Appraiser	3		4,291-5,239
Supervising Appraiser	4		3,923-4,789
Appraiser IV	8		3,586-4,378
Appraiser I/II/III	24	5	2,382-4,123
Supervising Auditor-Appraiser	2		3,923-4,789
Senior Auditor-Appraiser	1		3,586-4,378
Auditor-Appraiser I/II/III	10	1	2,555-4,123
Supervising Assessment Map Drafting Technician	1		2,952-3,604
Senior Assessment Map Drafting Technician	1		2,567-3,134
Assessment Map Drafting Technician	3		2,335-2,851
Departmental Systems Coordinator II	1	1	3,586-4,378
Senior Secretary	1		2,145-2,619
Assessment Roll Supervisor	2		2,406-2,937
Assessment Clerk IV	5		2,178-2,658
Assessment Clerk I/II/III	24	7	1,440-2,370
Appraisal Assistant	0	3	1,922-2,347

KINGS**TOTAL REPORTED POSITIONS: 24**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Clerk-Recorder/Elections	1		\$6,190
Assistant Assessor	1		4,143-5,054
Senior Appraiser	1		3,298-4,267
Appraiser III	2		3,167-3,864
Appraiser II	2		2,754-3,361
Appraiser I	5		2,371-2,895
Auditor-Appraiser III	1		3,394-4,143
Auditor-Appraiser II	0		2,924-3,567
Cadastral Technician II	1	1	2,234-2,726
Management Analyst	1		3,262-3,981
Supervising Appraisal Aide	1		2,324-2,837
Appraisal Aide III	4		2,000-2,444
Appraisal Aide II	0		2,754-3,361
Appraisal Aide I	1	1	1,577-1,924
Secretary	1		1,886-2,302

LAKE**TOTAL REPORTED POSITIONS: 16.1**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Recorder	1		\$5,255
Assistant Assessor-Recorder	1		3,771-4,585
Chief of Assessment Standards	1		3,134-3,811
Appraiser III	6		2,765-3,361
Auditor-Appraiser III	1		2,835-3,445
Cadastral Drafting Technician II	0		2,163-2,630
Deputy Assessor-Recorder IV	3		1,964-2,387
Deputy Assessor-Recorder II	0.5		1,748-2,125
Deputy Assessor-Recorder I	2		1,479-1,797
Secretary I	0.6		1,730-2,103

LASSEN**TOTAL REPORTED POSITIONS: 9**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,424
Chief Appraiser	1		3,144-3,822
Senior Appraiser	1		2,716-3,301
Appraiser III	2		*2,381-2,865
Auditor-Appraiser	0	1	*2,381-2,865

LASSEN (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Cadastral Drafter II	1		*2,075-2,493
Cadastral Drafter I	0.5	0.5	*1,811-2,172
Data Control Supervisor	1		*2,172-2,611

A 5% longevity pay is available to employees after 15 years of service and not included in above salaries.

** 1998-99 benefit package was increased \$50.00/month.*

LOS ANGELES**TOTAL REPORTED POSITIONS: 1,533**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor (Unclassified)	1		\$11,750
Assistant Assessor (Unclassified)	1		8,887-11,109
Chief Deputy Assessor (Unclassified)	1		8,887-11,109
Account Clerk I	0		1,785-2,224
Account Clerk II	2		1,934-2,409
Accounting Technician I	2		2,079-2,586
Accounting Technician II	1		2,315-2,871
Administrative Assistant I	0		2,445-2,871
Administrative Assistant II	3		2,977-3,687
Administrative Assistant III	3		3,313-4,106
Administrative Assistant IV, Assessor	1		3,652-4,532
Administrative Services Manager I	1		4,036-5,014
Administrative Services Manager II	2		4,378-5,439
Administrative Services Manager III, Assessor	1		4,634-5,756
Appraiser	158	93	2,768-4,487
Appraiser (Hourly)	0	2	\$15.91/Hour
Appraiser Specialist I	182	2	4,027-5,002
Appraiser Specialist I (Hourly)	0	14	\$23.14/Hour
Appraiser Specialist II	0		4,250-5,281
Appraiser Trainee	0	15	2,456
Assessor's Librarian	1		2,315-2,871
Assistant Property Assessment Specialist	2		3,250-4,027
Bindery Worker II	0		1,807-2,252
Calculating Machine Operator	7		1,798-2,241
Calculating Machine Operator (Hourly)	0		\$10.33/Hour
Chief Appraiser I	6		5,479-6,807
Chief Appraiser II	5		6,190-7,738
Chief Clerk	5		2,969-3,678
Chief Management Services, Assessor	1		5,759-7,198
Chief Systems Division, Assessor	1		6,190-7,738
Clerk	0		1,465-1,635

LOS ANGELES (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Computer Systems Operator	3		2,263-2,808
Data Control Clerk	0		1,758-2,191
Data Control Clerk, Temp.	4		1,758
Data Systems Analyst Aid	4		2,836-3,513
Data Systems Analyst I	6		3,379-4,188
Data Systems Analyst II	16		3,625-4,499
Data Systems Coordinator	5		4,410-5,479
Data Systems Supervisor I	8	1	4,410-5,479
Data Systems Supervisor II, Assessor	6		4,965-6,168
Delinquent Accounts Investigator	0		2,304-2,857
Departmental Civil Service Rep.	1		4,157-5,165
Departmental Personnel Assistant	4		2,147-2,669
Departmental Personnel Technician	1		3,354-4,157
Director, Assessor's Operations (Unclassified)	2		7,690-9,613
EDP Programmer Analyst II	2	2	3,835-4,510
EDP Senior Programmer Analyst	11		4,147-5,152
Executive Secretary (Unclassified)	1		4,282-5,320
Graphic Arts Aid	2		2,137-2,656
Head Clerk	34		2,523-3,125
Head Departmental Personnel Technician	1		4,157-5,165
Head Reprographics, Assessor	1		3,617-4,487
Head Support Services, Assessor	5		3,901-4,844
Intermediate Calculating Machine Operator	0		1,900-2,368
Intermediate Clerk	250		1,758-2,191
Intermediate Clerk, Temp.	0		1,758
Intermediate Clerk, Rec.	0		1,758-2,191
Intermediate Supervising Clerk	0		2,208-2,742
Intermediate Supervising Clerk (Hourly)	0		\$12.69/Hour
Intermediate Typist Clerk	3		1,803-2,246
Inventory Control Assistant I	1		1,998-2,487
Management Secretary V	4		3,453-4,282
Ownership Clerk I	48		1,830-2,280
Ownership Clerk II	56		2,043-2,542
Ownership Services Specialist	45		2,280-2,829
Ownership Services Supervisor I	17		2,542-3,148
Ownership Services Supervisor II	2		2,829-3,504
Payroll Clerk I	3		2,100-2,611
Personnel Officer, Assessor	1		5,759-7,198
Principal Appraiser	39		4,785-6,275
Principal Appraiser, Rec.	5		4,785-6,275
Principal Property Assessment Specialist	1		4,785-6,275
Printer I	2		2,074-2,579
Printer II	1		2,637-2,934
Printing Production Supervisor I	0		2,315-2,871

LOS ANGELES (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Procurement Aid	1		2,116-2,630
Procurement Assistant I	1		2,356-2,920
Procurement Assistant III	0		2,927-3,625
Property Assessment Specialist	4		4,027-5,002
Public Information Assistant	1		2,669-3,305
Public Information Officer I	0		3,687-4,577
Records Management Analyst	0		3,322-4,117
Secretary II	1		2,175-2,702
Senior Clerk	219		1,988-2,475
Senior Clerk (Hourly)	0	3	\$11.42/Hour
Senior Departmental Personnel Assistant	2		2,795-3,461
Senior Departmental Personnel Technician	4		3,733-4,634
Senior Management Secretary V	3		3,844-4,773
Senior Property Assessment Specialist	2		4,367-5,426
Senior Secretary II	1		2,643-3,273
Senior Secretary V	10		3,103-3,844
Senior Survey-Mapping Technician	18		3,428-4,250
Senior Systems Aid	7		2,649-3,281
Senior Typist Clerk	4		2,037-2,536
Special Assistant I, Assessor	1		4,634-5,756
Special Assistant II, Assessor	1		6,077-7,550
Staff Assistant I	2		2,374-2,941
Staff Assistant II	2		2,864-3,547
Staff Assistant, Assessor	2		2,304-2,857
Supervising Accounting Technician, Assessor	1		2,836-3,513
Supervising Administrative Assistant II	0		4,147-5,152
Supervising Appraiser	77		4,367-5,426
Supervising Appraiser (Hourly)	0	6	\$25.10/Hour
Supervising Cadastral Engineer II	2		4,785-5,944
Supervising Cadastral Engineer III	1		5,281-6,560
Supervising Clerk	0		1,988-2,475
Supervising Payroll Clerk II	1		2,605-3,226
Supervising Survey-Mapping Technician	4		3,816-4,738
Supply Officer I	1		3,226-3,997
Survey-Mapping Technician	14		3,250-4,027
Systems Aid	15	1	2,252-2,795
Transcriber Typist	1		2,074-2,445
Warehouse Worker Aid	3		1,924-2,397
Warehouse Worker I	1		2,032-2,529
Warehouse Worker II	0		2,269-2,815
Warehouse Worker III	1		2,397-2,969
Word Processor I	0		2,002-2,493
Word Processor II	4		2,235-2,775

MADERA**TOTAL REPORTED POSITIONS: 35**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,732
Chief Appraiser	1		3,708-4,507
Supervising Appraiser	3		3,197-3,886
Appraiser III	5		2,757-3,352
Appraiser II	1		2,498-3,037
Appraiser I	5		2,154-2,618
Supervising Auditor Appraiser	1		3,529-4,290
Auditor-Appraiser III	1		3,043-3,699
Auditor-Appraiser I	1	1	2,377-2,890
Supervising Cadastral Draftsman	1		2,498-3,037
Cadastral Draftsman Technician II	1		2,154-2,618
Cadastral Draftsman Technician I	1		1,857-2,258
Assessment Office Manager	1		2,154-2,618
Assessment Technician	4		1,857-2,258
Assessment Clerk II	4	2	1,682-2,045
Office Assistant II	2		1,381-1,679

MARIN**TOTAL REPORTED POSITIONS: 61**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Recorder	1		\$11,630
Assistant Assessor	1		8,817
Assistant Assessor - Valuation	1		8,817
Chief of Assessment Systems & Standards	1		6,380-7,643
Chief of Administrative Services	1		6,640-7,962
Chief of Assessor Administration	2		5,675-6,778
Principal Appraiser	3		6,166-7,350
Appraiser III	4		5,028-5,945
Appraiser II	14		4,624-5,454
Appraiser I	1		3,783-4,433
Principal Auditor-Appraiser	1		6,166-7,350
Senior Auditor-Appraiser	1		5,028-5,953
Auditor-Appraiser II	2		4,657-5,502
Auditor-Appraiser I	0		4,225-4,972
Cadastral Drafting Technician	2		3,548-4,152
Technical Services Administrator	1		5,248-6,293
Assessment Systems Specialist	0		6,017-7,191
Assessment Coordination Specialist	1		5,027-5,945
Assessment Recording Supervisor	3		3,953-4,657
Senior Assessment Recording Technician	3		3,880-4,532

MARIN (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessment Recording Technician II	16		3,429-3,999
Assessment Recording Technician I	1		3,192-3,758
Exemption Clerk	1		3,509-4,098

MARIPOSA**TOTAL REPORTED POSITIONS: 13**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Recorder	1		\$4,348
Supervising Appraiser	1		3,045-3,701
Appraiser III	2		2,716-3,301
Appraiser II	1		2,386-2,901
Auditor-Appraiser III (Part Time)	1		\$15.25/Hour
Property Mapper	1		2,055-2,498
Office Technician	1		2,035-2,474
*Assessment Recording Clerk II	2		1,619-1,968
*Assessment Recording Clerk I	3		1,487-1,808

* Positions assigned to Recorder (work assessment and recording).

MENDOCINO**TOTAL REPORTED POSITIONS: 24**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,785
Chief Appraiser	1		3,669-4,462
Senior Real Property Appraiser	1		3,104-3,775
Real Property Appraiser III	3		2,822-3,428
Real Property Appraiser II	3	1	2,564-3,118
Real Property Appraiser I	2	1	2,328-2,830
Appraiser Aide	0		2,090-2,539
Senior Auditor Appraiser	1		3,106-3,777
Auditor Appraiser	1		2,822-3,428
Map Drafting Supervisor	1		2,524-3,066
Data Control Supervisor	1		1,752-2,132
Personal Computer Technician II	1		3,000-3,647
Assessment Office Manager	1		2,090-2,539
Office Assistant II	1		1,752-2,132
Office Assistant I	1		1,591-1,934
Clerk II	3		1,451-1,763

MERCED**TOTAL REPORTED POSITIONS: 35**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,852-7,121
Assistant Assessor	1		4,670-5,682
Chief Appraiser	1		3,858-4,694
Supervising Appraiser	2		3,349-4,072
Appraiser III <i>or</i>	4		2,806-3,415
Appraiser II	2		2,423-2,948
Appraiser I	1	1	2,198-2,671
Appraiser Assistant	0	1	1,920-2,331
Chief Auditor-Appraiser	1		3,858-4,694
Supervising Auditor-Appraiser	1		3,500-4,255
Auditor-Appraiser III	2		2,876-3,500
Auditor-Appraiser II	1	1	2,607-3,174
Auditor-Appraiser I	0	1	2,482-3,021
Chief of Mapping and Title Services	1		2,919-3,550
Cadastral Drafting Technician II	1		2,297-2,792
Title Technician	1		2,364-2,876
Assistant Title Technician	1		2,045-2,482
Secretary II (Confidential)	1		1,948-2,364
Assessment Clerk III	2		1,742-2,115
Assessment Clerk II	2		1,581-1,921
Assessment Clerk I	3	2	1,433-1,742

MODOC**TOTAL REPORTED POSITIONS: 8**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,006
Senior Appraiser	1		2,134-2,725
Appraiser II	1		1,931-2,464
Auditor-Appraiser II	1		2,081-2,655
Dept. Sys. Technician/Drafter	1		1,981-2,528
Administrative Assistant	1		1,981-2,528
Assessment Office Specialist II	2		1,519-1,939

MONO ***TOTAL REPORTED POSITIONS: 13**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,855
Chief Appraiser	1		2,978-3,621

MONO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Associate Appraiser	4		2,506-3,046
Assistant Appraiser	1		2,272-2,758
Appraiser Aide	2		1,958-2,380
Drafting Technician/Transfer Analyst	1		2,327-2,827
Assessment Office Manager	1		2,108-2,626
Assessment Clerk I	2		1,454-1,769

* 1998-99 Salary Data; no data submitted for 1999-2000.

MONTEREY**TOTAL REPORTED POSITIONS: 49**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-County Clerk/Recorder	1		\$8,790
Assistant Assessor – Valuation	1		5,960
Administrative Services Assistant	1		3,194-3,957
Secretary Confidential	1		2,355-2,918
Supervising Appraiser	1		3,824-4,737
Appraiser III	6		3,426-4,245
Appraiser II	10		3,070-3,803
Appraiser I	0		2,502-3,100
Supervising Auditor-Appraiser	1		3,729-4,620
Auditor-Appraiser II	5		3,164-3,919
Auditor-Appraiser I	0		2,630-3,258
Senior Map Drafting Technician	1		2,812-3,481
Data Entry Operator II	2		1,800-2,230
Accounting Technician	1		2,465-3,053
Senior Account Clerk	1		2,122-2,629
Account Clerk	2		1,855-2,298
Senior Property Transfer Clerk	1		2,265-2,805
Property Transfer Clerk	3		2,049-2,539
Principal Clerk	1		2,165-2,682
Senior Assessment Clerk	1		2,090-2,590
Assessment Clerk	2		1,892-2,344
Typist Clerk II	4		1,765-2,186
Clerk II	1		1,765-2,186
Associate Personnel Analyst	1		3,842-4,759

NAPA**TOTAL REPORTED POSITIONS: 22.75**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Recorder/County Clerk	1		\$7,992
Chief Appraiser	1		4,692-5,682
Supervision Appraiser	1		3,813-4,564
Appraiser III	2		3,462-4,139
Appraiser II	5		3,158-3,784
Appraiser I	0		2,905-3,462
Appraiser Aide	1		2,352-2,792
Auditor-Appraiser III	1		3,631-4,347
Auditor-Appraiser II	1		3,330-3,971
Auditor-Appraiser I	1		3,046-3,631
Chief Administrative Coordinator	1		4,134-4,994
Assessment Supervisor	1		2,576-3,061
Transfer Mapping Technician	2		2,614-3,110
Assessment Clerk II	3.75		2,111-2,498
Assessment Clerk II Limited Term	1		2,111-2,498

NEVADA**TOTAL REPORTED POSITIONS: 33**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$ 5,341
Assistant Assessor	1		3,689-4,484
Chief Appraiser	1		3,513-4,271
Senior Appraiser	2		2,899-3,523
Appraiser I, II, or III	10		2,050-3,180
Auditor-Appraiser I, II, or III	1		2,100-3,258
Programmer-Analyst I, II, or III	1		2,455-3,628
Senior Mapping Technician	1		2,249-2,734
Mapping Technician I or II	2		1,814-2,431
Supervising Assessment Clerk	1		1,961-2,385
Assessment Clerk I or II	12		1,645-2,205

ORANGE**TOTAL REPORTED POSITIONS: 326**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$ 8,351
Project Manager II	5		4,931-7,849
Managing Appraiser	2		4,283-5,758
Principal Appraiser	2		4,063-5,460

ORANGE (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Senior Appraiser	10		3,834-5,162
Appraiser III	22		3,638-4,898
Appraiser II	50		3,264-4,401
Appraiser I	13		2,938-3,947
Managing Auditor-Appraiser	1		4,283-5,758
Principal Auditor-Appraiser	1		4,063-5,460
Senior Auditor-Appraiser	6		3,834-5,162
Auditor-Appraiser III	10		3,638-4,898
Auditor-Appraiser II	27		3,264-4,401
Auditor-Appraiser I	12		2,938-3,947
Chief Cadastral Draftsman	1		3,638-4,898
Supervising Cadastral Technician	2		3,092-4,170
Senior Cadastral Technician	5		2,791-3,735
Cadastral Technician II	7		2,512-3,356
Data Base & Security Admin	1		5,162-6,963
Information Systems Manager III	1		4,931-7,849
Information Systems Supervisor	1		5,162-6,963
Senior Systems/Programmer	1		4,770-6,424
Tech Systems Specialist	1		4,401-5,914
Systems Programmer Analyst II	8		4,063-5,460
Senior Staff Analyst	4		3,895-6,202
Staff Assistant	1		2,437-3,264
Managing Assessment Technician	4		2,877-3,857
Senior Assessment Technician	9		2,525-3,373
Assessment Technician III	12		2,274-3,035
Assessment Technician II	37		2,023-2,662
Assessment Technician I	33		1,879-2,456
Data Entry Supervisor III	1		2,456-3,279
Data Entry Specialist	11		2,063-2,735
Office Technician	2		1,796-2,323
Office Specialist	2		2,063-2,735
Office Assistant	12		1,796-2,323
Executive Secretary I	1		2,590-3,467
Secretary II	6		2,116-2,801
Storekeeper I	1		2,198-2,950

PLACER**TOTAL REPORTED POSITIONS: 73**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$7,064
Chief Deputy Assessor	1		5,283-6,422
Chief Appraiser	1		4,792-5,825

PLACER (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Managing Appraiser	1		4,247-5,162
Principal Appraiser	1		4,139-5,031
Supervising Appraiser	2		3,942-4,791
Senior Appraiser	7		3,576-4,346
Appraiser Assistant/Associate	12		2,942-3,942
Cost Estimator	6		2,420-2,942
Principal Auditor Appraiser	1		4,139-5,031
Senior Auditor Appraiser	2		3,576-4,346
Auditor Appraiser Assistant/Associate	3		2,942-3,942
Assessment Resource Manager	1		4,247-5,162
Senior Department Systems Analyst	2		3,668-4,458
Cadastral & Property Transfer Supervisor	1		3,494-4,247
Senior Cadastral Technician	1		3,018-3,668
Cadastral Technician I/II	3		2,483-3,327
Senior Transfer Analyst	1		2,541-3,089
Transfer Analyst I/II	3		2,091-2,801
Executive Secretary	1		2,541-3,089
Administrative Supervisor	2		2,252-2,737
Senior Administrative Clerk	6		2,043-2,483
Account Clerk	1		2,091-2,541
Administrative Clerk—Entry/Journey	13		1,681-2,252

PLUMAS**TOTAL REPORTED POSITIONS: 10**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,629
Appraiser III	1		2,476-3,009
Appraiser II	1		2,244-2,730
Appraiser	0	1	2,036-2,476
Auditor Appraiser III	1		2,600-3,159
Cadastral Drafting Specialist	1		2,476-3,009
Assessors Office Manager	1		2,537-3,083
Fiscal & Technical Services Assistant III	1		1,713-2,086
Fiscal & Technical Services Assistant II	1		1,553-1,891
Clerk (Part-Time)	0	1	\$8/Hour

RIVERSIDE**TOTAL REPORTED POSITIONS: 212**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Clerk-Recorder	1		\$9,735
Assistant Assessor-Clerk-Recorder	1		5,969-7,619
Chief Deputy Assessor Clerk Recorder	3		4,494-5,737
Principal Appraiser	6		3,910-4,992
Supervising Appraiser	16		3,688-4,582
Senior Appraiser	29		3,313-4,116
Appraiser II	6	16	3,058-3,799
Appraiser I	5		2,529-3,142
Appraiser Trainee	9		2,176-2,704
Principal Auditor-Appraiser	1		4,103-5,238
Supervising Auditor-Appraiser	2		3,747-4,655
Senior Auditor-Appraiser	2	3	3,367-4,184
Auditor-Appraiser II	1	7	3,108-3,861
Auditor-Appraiser I	1		2,639-3,279
Dept. Information Services Officer	0	1	4,897-6,252
Supervising D. P. Coordinator	1		3,829-4,758
Departmental Systems Specialist II	1		2,740-3,404
Departmental Systems Specialist I	1		2,529-3,142
Programmer Analyst IV	0	1	3,871-4,810
Programmer Analyst III	1	1	3,333-4,140
LAN Administrator II	1		2,836-3,523
Chief Mapping Technician	1		3,404-4,229
Supervising Computer Mapping Technician	2		3,058-3,799
Senior Computer Mapping Technician	2		2,787-3,463
Computer Mapping Technician II	5		2,579-3,204
Computer Mapping Technician I	2		2,257-2,804
Supervising Assessment Technician	2		2,035-2,528
Senior Assessment Technician	14		1,777-2,208
Assessment Technician	7	7	1,597-1,984
Supervising Title Transfer Technician	1		2,327-2,891
Senior Title Transfer Technician	3		2,087-2,593
Title Transfer Technician III	4		1,875-2,329
Title Transfer Technician II	6		1,686-2,095
Computer Systems Technician	1		1,826-2,268
Microcomputer Service Technician	1		1,640-2,038
Data Entry Operator II	6		1,614-2,005
Supervising Office Assistant II	2		2,069-2,570
Supervising Office Assistant I	7		1,858-2,308
Office Assistant II	15		1,498-1,861
Executive Secretary II	1		2,632-3,270
Secretary II	1		2,179-2,707
Senior Accounting Assistant	1		2,230-2,771

RIVERSIDE (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Accounting Assistant II	1		1,672-2,078
Senior Control Clerk	1		1,858-2,308
Control Clerk II	1		1,759-2,185
Stock Clerk	1		1,614-2,005

SACRAMENTO**TOTAL REPORTED POSITIONS: 159**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,754
Assistant Assessor	1		6,034-6,984
Administrative Services Officer III	1		4,171-5,324
Administrative Services Officer I	1		2,796-3,936
Chief Real Property Appraiser	1		4,964-6,335
Supervising Real Property Appraiser	7		3,760-5,290
Senior Real Property Appraiser	13		3,315-4,665
Associate Real Property Appraiser	16		3,014-4,242
Real Property Appraiser LV II	20	8	2,744-3,863
Chief Auditor-Appraiser	1		4,964-6,335
Supervising Auditor-Appraiser	2		3,760-5,290
Senior Auditor-Appraiser	4		3,315-4,665
Associate Auditor-Appraiser	8		3,014-4,242
Auditor-Appraiser LV II	3		2,744-3,863
Senior Information Technology Analyst	4		5,164-6,278
Information Technology Analyst II	4		4,470-5,434
Information Technology Technician II	1		2,594-3,153
Supervising Cadastral Drafting Technician	1		2,871-4,042
Senior Cadastral Drafting Technician	1		2,271-3,195
Cadastral Drafting Technician	2		2,010-2,829
Chief Technical & Assessment Services	2		3,793-4,839
Executive Secretary	1		2,405-3,384
Assessment Supervisor	4		2,248-3,167
Assessment Technician	4		2,058-2,894
Senior Office Specialist	9		1,978-2,786
Office Specialist LV II (Confidential)	1		1,905-2,681
Office Specialist LV II	25		2,102-2,554
Senior Office Assistant	6		2,050-2,492
Office Assistant LV II	2	3	1,785-2,170
Data Entry Operator	2		1,616-2,272

SAN BENITO**TOTAL REPORTED POSITIONS: 13**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		* \$5,738
Chief Appraiser	1		3,588-4,553
Appraiser III	2		2,962-3,765
Appraiser II	1		2,561-3,258
Auditor-Appraiser III	1		3,417-4,340
Auditor-Appraiser II	0	1	2,827-3,588
Computer Mapping Specialist	1		2,567-3,257
Assessment Office Manager	1		2,448-3,110
Senior Assessment Clerk	1		1,940-2,456
Assessment Clerk	3		1,766-2,235

* New salary for this position is still in negotiations.

SAN BERNARDINO**TOTAL REPORTED POSITIONS: 199**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$9,079
Assessor Liaison	2		3,259-4,158
Appraiser Liaison	1		3,259-4,158
Assessor Liaison (Contract)	1		3,999
Assistant Assessor	2		5,186-6,798
Chief of Assessment Services	1		4,158-5,313
Chief Appraiser	1		4,701-6,009
Principal Appraiser	2		4,261-5,441
Supervising District Appraiser II	4		3,864-4,938
Supervising District Appraiser I	4		3,505-4,474
Appraiser III	2		3,505-4,474
Appraiser II	20		3,181-4,058
Appraiser I	29	4	2,884-3,683
Appraiser Technician	9	5	2,047-2,616
Supervising Auditor-Appraiser	2		3,591-4,586
Auditor-Appraiser II	8	6	3,259-4,158
Cadastral Services Supervisor	1		3,340-4,261
Cadastral Drafting Technician III	1		2,746-3,505
Cadastral Drafting Technician II	2		2,551-3,259
Cadastral Drafting Technician I	3		2,371-3,028
Automated Systems Analyst II	1	1	3,770-4,815
Automated Systems Analyst I	2	2	3,181-4,058
Automated Systems Technician	0	1	2,430-3,103
Supervisor of Admin Services II	1		3,864-4,938
Staff Analyst II	1		3,340-4,261

SAN BERNARDINO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Staff Analyst I	0	1	2,884-3,683
Supervising Title Transfer Technician II	1		2,616-3,340
Supervising Title Transfer Technician I	2		2,371-3,028
Title Transfer Technician II	1		2,314-2,955
Title Transfer Technician I	19		2,153-2,746
Executive Secretary III	1		2,430-3,103
Chief Clerk	1		2,314-2,955
Clerk IV	2		1,999-2,551
Clerk III	25	6	1,813-2,314
Clerk II	14	4	1,605-2,047
Fiscal Clerk II	1	1	1,860-2,371

All positions will receive a 2.5% increase effective July 1, 2000; Staff Analyst I, Staff Analyst II, Supervisor of Admin Services II, and Contract Assessor Project Specialist will receive an additional 2.5% effective July 1, 2000.

SAN DIEGO**TOTAL REPORTED POSITIONS: 332**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Recorder/County Clerk	1		\$10,750
Chief Deputy County Assessor	1		8,225
Chief Deputy County Assessor Valuation	1		8,225
Assessor Division Chief II	3		6,703
Assessor Division Chief I	7		6,093
Assistant Division Chief	3		4,025
Supervising Appraiser II	4		5,568
Supervising Appraiser I	8		5,060
Appraiser IV	9		4,600
Appraiser III	26	5	4,186
Appraiser II	47	9	3,708
Exemptions Specialist	1		3,708
Property Assessment Specialist III	4	4	3,248
Property Assessment Specialist II	6	12	2,704
Supervising Auditor-Appraiser	2		5,568
Auditor-Appraiser Specialist	2	1	4,716
Auditor-Appraiser III	9		4,288
Auditor-Appraiser II	7		3,796
Cadastral Supervisor	3		3,827
Senior Cadastral Technician	9		3,300
Cadastral Technician	9		2,921
Principal Systems Analyst	0	1	5,616
Senior Systems Analyst	1		5,216

SAN DIEGO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Associate Systems Analyst	5	1	4,734
Systems Support Analyst III	1		5,216
Dept. LAN Analyst II	1		4,734
Analyst III	1		4,399
Senior Payroll Clerk	1		2,397
Payroll Clerk	1		2,084
Accounting Technician	1		2,551
Senior Account Clerk	1		2,356
Supervising Assessment Clerk	6	3	2,794
Senior Assessment Clerk	25	2	2,350
Assessment Clerk	70	11	2,084
Principal Clerk II	1		3,344
Senior Clerk	1		2,292
Administrative Secretary IV	1		3,156
Administrative Secretary III	1		2,933
Delivery Vehicle Driver	0	1	2,099
Special Assistant	1		5,834
Personnel Aide	1		2,631

SAN FRANCISCO**TOTAL REPORTED POSITIONS: 118**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$10,107
Chief Assistant Assessor	1		7,061-8,583
Executive Assistant To the Assessor	1		4,993-6,067
Confidential Secretary to Assessor	1		3,646-4,428
Chief Appraiser	1		5,692-6,919
Principal Real Property Appraiser	5		5,229-6,354
Senior Real Property Appraiser	11	1	4,517-5,489
Real Property Appraiser	20	2	3,902-4,742
Chief Personal Property Auditor	1		5,692-6,919
Principal Personal Property Auditor	3		5,229-6,354
Senior Personal Property Auditor	8		4,517-5,489
Personal Property Auditor	11	2	3,902-4,742
Chief of Assessment Standards	1		5,164-6,275
Chief Technical Services Division	1		4,550-5,530
Civil Engineering Associate	1		3,664-4,450
IS Manager	0	1	5,965-7,249
IS Administrator III	1	1	4,790-5,821
IS Administrator II	1		3,941-4,790
Senior Management Assistant	1		4,279-5,203
Executive Secretary II	1		3,646-4,428
Secretary II	1		3,166-3,834

SAN FRANCISCO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Principal Clerk	1		3,443-4,179
Senior Clerk-Typist	5		2,873-3,485
Senior Assessment Clerk	8	1	2,974-3,603
Assessment Clerk	19		2,707-3,282
Principal Accountant	1		4,301-5,229
Senior Accountant	1		3,541-4,301
Senior Account Clerk	1		3,129-3,790
Senior Payroll/Personnel Clerk	1		3,526-4,279
Personnel Clerk	1		2,806-3,402

SAN JOAQUIN**TOTAL REPORTED POSITIONS: 96**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Recorder-County Clerk	1		\$8,041
Assistant Assessor-Recorder-County Clerk	1		5,139-6,720
Departmental Systems Coordinator	1		4,005-4,870
Principal Appraiser (Chief Real Prop/Chief Asmt.)	2		4,165-5,064
Senior Appraiser	1		3,872-4,707
Appraiser IV	4		3,688-4,484
Appraiser III <i>or</i>	22	3	3,378-4,104
Appraiser II	0	1	2,962-3,598
Auditor-Appraiser IV	1		3,688-4,484
Auditor-Appraiser III <i>or</i>	6		3,378-4,104
Auditor-Appraiser II <i>or</i>	0	4	3,064-3,723
Auditor-Appraiser I <i>or</i>	0		2,584-3,140
Property Technician II	1		2,106-2,558
Property Technician I	10		2,005-2,437
Chief Cadastral Drafter	1		2,962-3,598
Senior Cadastral Drafter	1		2,646-3,217
Cadastral Drafter II <i>or</i>	4		2,378-2,891
Cadastral Drafter I	0		2,024-2,461
Systems & Programming Analyst IV	1		3,815-4,640
Office Systems Analyst	2		2,847-3,461
Data Technician I	1		2,015-2,449
Admin Assistant I	1		2,834-3,445
Transfer Technician Supervisor	1		2,225-2,740
Transfer Technician III	1		2,074-2,522
Transfer Technician II	1		1,986-2,412
Transfer Technician I	1		1,918-2,331
Office Assistant Supervisor	3		2,074-2,522
Office Assistant III	14	2	1,872-2,275
Office Assistant II	3		1,783-2,168
Office Manager I	1		2,015-2,449

SAN LUIS OBISPO**TOTAL REPORTED POSITIONS: 85.5**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,602
Chief of Assessment Standards	1		4,586-5,574
Chief Appraiser	1		4,586-5,574
Principal Appraiser	0		4,168-5,066
Supervising Appraiser	3		3,780-4,595
Appraiser III	5		3,201-3,891
Appraiser II	5		2,932-3,565
Appraiser I	9		2,534-3,081
Appraiser Trainee (Aide)	2.5	4.5 (3 contract)	2,203-2,679
Supervising Auditor-Appraiser	1		4,832-5,872
Auditor-Appraiser III	4		4,421-5,376
Auditor-Appraiser II	0		3,347-4,068
Auditor-Appraiser I	0		2,792-3,395
Auditor-Appraiser Trainee	0	2	2,184-2,653
Chief Cadastral Technician	1		3,085-3,749
Cadastral Technician II	0		2,693-3,276
Cadastral Technician I	1		2,274-2,764
Cadastral Technician Trainee	1	2	1,891-2,298
Assessment Analyst III	2		4,421-5,376
Assessment Analyst II	3		3,780-4,595
Assessment Analyst I	1	1	3,262-3,965
Property Transfer Technician III	1		2,409-2,931
Property Transfer Technician II	6		2,201-2,678
Property Transfer Technician I	0		2,005-2,438
Property Transfer Technician Trainee	2	0.5	1,799-2,187
Accounting Technician	0		2,180-2,650
Senior Account Clerk	1		1,996-2,430
Account Clerk	1		1,707-2,074
Secretary (Confidential)	1		2,166-2,634
Intermediate Typist Clerk	0	1	1,634-1,988
Senior Typist Clerk	1		1,958-2,379
Assessment Technician Supervisor	2		2,851-3,464
Assessment Technician IV	2		2,461-2,991
Assessment Technician III	2		2,180-2,650
Assessment Technician II	6		1,996-2,430
Assessment Technician I	5	3 (contract)	1,707-2,074

SAN MATEO**TOTAL REPORTED POSITIONS: 106**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-County Clerk-Recorder	1		\$9,883
Deputy Assessor-Clerk-Recorder	2		5,939-7,423
Principal Appraiser	5		4,781-5,977
Senior Appraiser	20		4,117-5,147
Appraiser II	14	2	3,628-4,535
Principal Auditor-Appraiser	2		4,781-5,977
Senior Auditor-Appraiser	8		4,117-5,147
Auditor-Appraiser II	3	4	3,628-4,535
Senior Drafting Technician	1		3,893-4,866
Drafting Technician II	1		3,477-4,346
Information Technology Manager	0	3	5,386-6,733
Department Data Processing Specialist	0	2	3,044-3,805
Office Services Manager	0	1	3,718-4,647
Office Services Supervisor	2		3,028-3,786
Lead Property Transfer Assistant	1		2,744-3,431
Property Transfer Assistant	4		2,550-3,188
Data Entry Supervisor	1		2,815-3,519
Lead Office Assistant	2		2,488-3,110
Office Specialist	3		2,488-3,110
Office Assistant II	16	8	2,250-2,813

SANTA BARBARA**TOTAL REPORTED POSITIONS: 80**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
County Clerk-Recorder-Assessor	1		\$8,497-10,374
Assistant County Clerk-Recorder-Assessor	1		6,688-8,165
Executive Secretary - R	1		2,753-3,360
Business Manager II	1		4,312-5,264
Dept. Analyst Program - R	1		3,428-4,185
Appraiser Division Manager	3		4,647-5,673
Assessment Supervisor	7		3,962-4,836
Appraiser Analyst Senior	1		3,550-4,334
Appraiser III	3		3,278-4,001
Appraiser II	9	2	3,134-3,826
Appraiser I	6	1	2,753-3,360
Appraiser Aide	1		2,010-2,454
Auditor Appraiser III	2		3,497-4,269
Auditor Appraiser II	2	2	3,181-3,883
Auditor Appraiser I	1	1	2,937-3,585
Mapping Technician Chief	1		3,229-3,942

SANTA BARBARA (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Mapping Technician II	3	1	2,780-3,394
Mapping Technician I	0		2,516-3,072
Data Processing Manager Dept., Senior	1		5,424-6,622
Departmental Data Processing, Senior	1		3,428-4,185
EDP Systems & Program Analyst, Senior	4		4,885-5,963
EDP Systems & Program Analyst, II	0		4,488-5,479
EDP Systems & Program Analyst, I	1		4,123-5,033
Data Entry Operator	3		1,856-2,266
Administrative Services Clerk	1		2,255-2,753
Clerk Principal	1		2,580-3,149
Clerk III	6	2	1,981-2,418
Clerk II	5		1,731-2,113
Title Transfer Specialist	1		2,041-2,491
Account Technician	0	2	2,358-2,879
Management Specialist	0	1	4,647-5,673

SANTA CLARA**TOTAL REPORTED POSITIONS: 272**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$11,606
Assistant Assessor	1		6,849
Administrative Services Manager	1		6,873
Senior Management Analyst	1	1	5,050-6,141
Chief Appraiser	1		8,220
Assistant Chief Appraiser	1		5,676-6,905
Supervising Appraiser	7	1	5,075-6,171
Senior Appraiser	26	12	4,475-5,417
Appraiser I or II	38	1	3,879-4,695
Appraisal Aide	3	1	3,178-3,841
Chief Auditor-Appraiser	1		8,424
Assistant Chief Auditor-Appraiser	1		5,355-6,513
Supervising Auditor-Appraiser	4		5,075-6,171
Senior Auditor-Appraiser	26	1	4,741-5,739
Accountant Auditor Appraiser or	-		
Auditor-Appraiser	14	2	4,266-5,166
Accountant Assistant	0	4	2,840-3,431
Chief, Assessment Standards & Services	1		7,606
Mapping & I.D. Supervisor	1		3,856-4,692
Senior Property Mapper	1		3,239-3,916
Property Mapper II or I or Trainee	5		2,948-3,563
Information System Manager	1		8,467
Department Info System Spec II	1		5,913-7,218

SANTA CLARA (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Department Info System Spec I	4	2	5,381-6,543
Department Info System Analyst <i>or</i> Analyst-Assoc.	2		4,669-5,676
Information System Tech II	1		3,935-4,765
Assessment Roll Administrator	1		4,715-5,732
Exemption Supervisor	1		4,692-5,704
Exemption Investigator	1		3,992-4,834
Property Transfer Supervisor	1		3,819-4,647
Property Transfer Examiner	7		2,934-3,545
Office Management Coordinator	1		3,819-4,647
Supervising Appraisal Data Coordinator	1		3,478-4,232
Appraisal Data Coordinator	6		2,880-3,480
Personnel Services Clerk	1		2,860-3,478
Supervising Assessment Clerk	4		3,248-3,952
Assessment Clerk	32	1	2,576-3,106
Property & Identification Clerk	6		2,599-3,136
Account Clerk II	1		2,576-3,106
Account Clerk I	1		2,358-2,840
Advanced Clerk Typist	2		2,599-3,136
Clerk Typist	32		2,336-2,810
Office Clerk	3		2,220-2,672
Confidential Secretary	1		4,810
Receptionist	1		2,551-3,077

SANTA CRUZ**TOTAL REPORTED POSITIONS: 38**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$7,680-10,294
Chief Deputy Assessor-Valuation	1		4,540-6,058
Chief Deputy Assessor-Administration	1		4,540-6,058
Chief of Assessment Standards	1		3,942-5,257
Senior Appraiser	3		3,186-4,155
Appraiser II	6	2	2,938-3,784
Chief Auditor-Appraiser	1		3,942-5,257
Auditor-Appraiser III	1		3,203-4,148
Auditor-Appraiser II	1	2	3,070-3,886
Appraiser-Auditor Aide	3		2,328-2,964
GIS Technician	2	2	2,695-3,500
Assessment Roll Supervisor	1		2,605-3,295
Assessment Technician	5		2,102-2,655
Assessment Clerk	3		2,016-2,550
Clerk II	1	1	1,957-2,404

SHASTA**TOTAL REPORTED POSITIONS: 41**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor-Recorder	1		\$6,690
Deputy Assessor-Recorder, Valuation	1		4,127-5,016
Deputy Assessor-Recorder, Administration	1		4,127-5,016
Senior Real Property Appraiser	5		3,065-3,725
Real Property Appraiser III	8		2,647-3,218
Real Property Appraiser II	2		2,521-3,065
Real Property Appraiser I	0		2,178-2,647
Senior Auditor Appraiser	1		3,065-3,725
Auditor Appraiser III	2		2,766-3,362
Auditor-Appraiser II	2		2,634-3,202
Auditor-Appraiser I	0		2,276-2,766
Interdepartmental Systems Coordinator	1		3,462-4,208
Mapping Specialist II	1		2,686-3,265
Mapping Specialist I	2		2,298-2,793
Assessor's Administrative Assistant <i>or</i>	1		2,167-2,634
Executive Assistant	0		1,966-2,389
Supervising Assessment Clerk	1		2,146-2,609
Senior Assessment Clerk	4		1,947-2,366
Assessment Clerk III	7		1,766-2,146
Assessment Clerk II	1		1,578-1,918
Assessment Clerk I	0		1,467-1,783

SIERRA**TOTAL REPORTED POSITIONS: 5.7**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$4,516
Assistant Assessor (Administrative)	1		2,430-2,954
Senior Property Appraiser	1		2,809-3,415
Appraiser III	0.67		2,531-3,076
Appraiser II	0		2,328-2,830
Appraiser I	0		1,974-2,399
Cadastral Delineator III	0.33		2,125-2,583
Cadastral Delineator II	0		1,923-2,337
Cadastral Delineator I	0		1,721-2,092
Chief Deputy Assessment Technician	0		2,125-2,583
Assessment Technician III	1		1,923-2,337
Assessment Technician II	0.7		1,721-2,092
Assessment Technician I	0		1,442-1,753

SISKIYOU**TOTAL REPORTED POSITIONS: 21.25**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$ 4,890
Assistant Assessor – Valuation	1		3,441-4,183
Assistant Assessor – Administration	1		3,441-4,183
Principal Appraiser	1		3,000-3,646
Senior Appraiser	4		2,657-3,229
Appraiser	2		2,295-2,790
Senior Auditor-Appraiser	1		2,789-3,391
Auditor-Appraiser	0		2,409-2,929
Map & Title Supervisor	1		2,409-2,929
Senior Cadastral Mapping Technician	1		2,082-2,530
Cadastral Mapping Technician	0		1,888-2,295
Cadastral Mapping Aide	0		1,713-2,082
Administrative Assessment Supervisor	1		2,351-2,858
Senior Assessment Technician	4		2,031-2,468
Assessment Technician	3.25		1,754-2,132
Assessment Assistant	0		1,515-1,842

SOLANO**TOTAL REPORTED POSITIONS: 50**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Recorder	1		\$8,609
Chief Deputy Assessor/Recorder-Valuation	1		6,622
Chief Deputy Assessor/Recorder-Administration	1		6,622
Supervising Appraiser	2		4,091-4,973
Senior Appraiser	4		3,615-4,394
Appraiser	8	2	3,286-3,994
Supervising Auditor-Appraiser	1		4,134-5,025
Senior Auditor-Appraiser	1		3,709-4,509
Auditor-Appraiser	4		3,372-4,099
Supervising Cadastral Drafting Technician	1		3,175-3,860
Senior Cadastral Drafting Technician	2		2,836-3,447
Cadastral Drafting Technician	1		2,576-3,132
System & Programming Manager	1		5,229-6,356
Systems Analyst	3		4,345-5,282
Programmer Analyst	1		3,960-4,814
Programmer	3		3,570-4,339
Office Coordinator	2		2,779-3,412
Clerical Operations Manager	1		3,080-3,744
Clerical Operations Supervisor	1		2,779-3,412
Assessor/Recorder Technician	5	1	2,342-2,875
Assessor/Recorder Clerk	1	2	2,062-2,532

SONOMA**TOTAL REPORTED POSITIONS: 77.5**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor***	1		\$8,312
Assistant Assessor**	0		5,747-6,983
Chief, Assessment Standards**	1		4,901-5,957
Chief Appraiser**	1		4,901-5,957
Administrative Service Officer I	1		4,172-5,072
Appraiser IV	3	1	4,258-5,176
Appraiser III <i>or</i>	11		3,694-4,491
Appraiser II <i>or</i>	7	3	3,315-4,028
Appraiser I	0		2,870-3,491
Appraiser Aide		2	2,499-3,037
Appraiser Analyst	2	1	3,903-4,745
Supervising Auditor-Appraiser	1		4,421-5,373
Auditor-Appraiser II <i>or</i>	5		3,783-4,599
Auditor-Appraiser I	1		3,237-3,936
Map Drafting Technician III	0		3,233-3,932
Map Drafting Technician II <i>or</i>	5		2,753-3,346
Map Drafting Technician I	0		2,536-3,082
Department Information Specialist	0	0.5	1,726-2,098
Assessment Support Services Manager**	1		3,494-4,246
Executive Secretary Confidential*	1		2,966-3,578
Secretary Confidential*		1	2,659-3,203
Supervising Assessment Clerk	3		2,767-3,365
Assessment Process Specialists	7	2	2,484-3,019
Assessment Clerk <i>or</i>	13		2,346-2,851
Assessment Clerk Trainee		3	2,101-2,553

* *Receives 3.5% in addition deposited to deferred comp account.*

** *Receives 4% in addition deposited to deferred comp account.*

****Receives 4.5% in addition deposited to deferred comp account.*

All other employees receive 1% contribution to deferred comp.

STANISLAUS**TOTAL REPORTED POSITIONS: 68**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$8,096
Chief Property Appraiser—Administration	1		4,371-6,555
Chief Property Appraiser—Valuation	1		4,371-6,555
Appraisal Standards Supervisor	1		3,716-4,517
Supervising Appraiser	3		3,716-4,517
Senior Appraiser	8		3,374-4,101

STANISLAUS (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Appraiser III <i>or</i>	8	1	3,068-3,731
Appraiser II <i>or</i>	2	4	2,780-3,378
Appraiser I	1	1	2,298-2,794
Appraiser Technician	1	2	1,991-2,418
Supervising Auditor-Appraiser	1		3,901-4,742
Senior Auditor-Appraiser	2		3,541-4,303
Auditor-Appraiser III <i>or</i>	2		3,215-3,906
Auditor-Appraiser II <i>or</i>	1	3	2,922-3,553
Auditor-Appraiser I	0		2,407-2,925
Supervisor of Drafting	1		2,922-3,553
Programmer Analyst	0	1	2,747-3,638
Drafting Technician I	1	2	2,239-2,723
Department Systems Coordinator	1		2,993-3,638
Supervising Account Administrative Clerk I	4		2,248-2,733
Confidential Assistant IV	1		2,579-3,868
Confidential Assistant III	1		2,145-3,220
Account Clerk III <i>or</i>	7		1,956-2,376
Account Clerk II	3		1,731-2,104
Administrative Clerk I	1 Part-Time	1 Part-Time	1,606-1,953

SUTTER**TOTAL REPORTED POSITIONS: 23**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,630
Assessment Office Manager	1		2,543-3,161
Supervising Appraiser	1		3,119-3,851
Appraiser III	2		2,811-3,471
Appraiser II	3		2,516-3,127
Appraiser I	0		2,257-2,811
Appraiser Aide	0	1	2,109-2,632
Supervising Auditor-Appraiser	1		3,119-3,851
Auditor-Appraiser II	2		2,661-3,294
Auditor-Appraiser I	0	1	2,382-2,966
Senior Map Drafting/Title Technician	1		2,516-3,127
Assessment Clerk III	5		1,946-2,423
Assessment Clerk II	4		1,747-2,169
Assessment Clerk I	0		1,562-1,946

** The above salaries are current and reflect the COLA effective January 1, 2000: 5% for General and Supervisory and 7% for Management, including elected officials.*

Also effective, but not reflected above, is a new "Longevity Bonus" for elected department heads, including the Assessor, to be received in three steps – at 10 (+5%), 15 (+2.5%), and 20 (+2.5%) years of continuous county service.

TEHAMA**TOTAL REPORTED POSITIONS: 19**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,154
Assistant Assessor*	1		3,530-4,301
Auditor-Appraiser III	1		2,718-3,313
Appraiser III	4		2,588-3,153
Appraiser II	0	1	2,288-2,787
Assessment Roll Manager*	1		2,321-2,827
Chief Cadastral Drafting Technician	1		2,021-2,463
Senior Assessment Clerk	1		1,878-2,288
Assessment Clerk III	5		1,787-2,178
Assessment Clerk II	2	1	1,541-1,878

* Management employees receive \$45.00 a month deferred comp.

To employees hired before June 30, 1990, a 5% longevity pay is available after 5 years in E step and not included in above salaries.

County pays employee portion of PERS Retirement Plan.

TRINITY**TOTAL REPORTED POSITIONS: 4**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Clerk/Recorder*	1		* \$ 2,300
Chief Appraiser	1		3,120
Drafting Technician	1		2,377
Assessment Technician	1		2,359

* Due to the combined position of the Assessor/Clerk/Recorder, the assessor's salary is 50% of the total salary designated for the position.

TULARE**TOTAL REPORTED POSITIONS: 65**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary*</u>
Assessor	1		\$7,563
Assistant Assessor	1		5,748
Chief Appraiser	1		4,673
Appraiser IV	4		4,143
Appraiser III	5		3,757
Appraiser II	16	3	3,401
Chief Auditor-Appraiser	1		4,673
Auditor-Appraiser III	1		4,144

TULARE (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Auditor-Appraiser II	6	1	3,753
Cadastral Supervisor	1		3,239
Drafter II	3	1	2,578
GIS Analyst I	1	1	3,840
Secretary II	1		2,578
Systems & Procedures Analyst II	1		4,276
Legal Document Examiner II	2		2,289
Legal Document Examiner I	5		2,073
Chief Assessment Clerk	1		2,791
Financial Technician II	1		2,258
Financial Technician	7		2,052

* Base salary maximum per month.

These salaries do not include the flex benefit of \$2,300 plus 2% of annual salary to be applied towards benefits (pre-taxed).

TUOLUMNE**TOTAL REPORTED POSITIONS: 13**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor/Recorder	1		\$5,018
Assistant Assessor	1		3,131-3,822
Assessment Office Manager	1		2,287-2,792
Senior Appraiser	4		2,792-3,408
Appraiser II	0		2,427-2,964
Appraiser I	0		2,197-2,682
Auditor-Appraiser II	1		2,792-3,408
Auditor-Appraiser I	0		2,477-3,024
Cadastral Drafting Tech/Transfer Analyst	1		1,949-2,480
Assessment/Recording Clerk IV	1		1,621-1,979
Senior Assessment/Recording Clerk	0		1,542-1,882
Assessment/Recording Clerk II	1		1,445-1,764
Assessment/Recording Clerk I	2		1,341-1,637

VENTURA**TOTAL REPORTED POSITIONS: 140**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$9,638
Deputy Assessor	2		4,885-7,480
Assessor's Tax Specialist		1	3,767-5,374
Administrative Officer II	1		3,900-5,567

VENTURA (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Principal Appraiser	6		4,044-5,773
Petroleum Appraiser	1		4,044-5,773
Appraiser III	5	2	3,018-4,231
Appraiser II	26	16	2,703-3,789
Appraiser Analyst II	2		2,703-3,789
Appraiser Technician I	3	3	1,944-2,719
Appraiser Aide II	1		1,745-2,434
Auditor-Appraiser III	4		2,944-4,231
Auditor-Appraiser II	5	6	2,703-3,789
Cadastral Services Supervisor	1		2,776-4,174
Cadastral Technician IV	2		2,734-3,832
Cadastral Technician III	9		2,291-3,208
Cadastral Technician II	1	1	2,155-3,008
Cadastral Technician I	0	1	1,774-2,470
Senior Office Systems Coordinator	2		3,993-5,700
Office Systems Coordinator II	0	1	2,737-3,849
Supervising Data Entry Operator	1		1,716-2,407
Data Entry Operator III	3		1,573-2,199
Information Processing Operator II	1		1,625-2,272
Management Assistant IV (Conf)	1		2,415-3,428
Management Assistant II	2		1,876-2,627
Clerical Supervisor II	3		2,116-2,963
Office Assistant IV	3		1,789-2,501
Office Assistant III	5		1,664-2,327
Office Assistant II	10	7	1,441-2,013
Fiscal Assistant III	1		1,746-2,442

YOLO**TOTAL REPORTED POSITIONS: 27**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$6,636
Assistant Assessor	1		4,160-5,056
Chief Appraiser	1		4,160-5,056
Administrative Assistant	1		2,368-2,878
Senior Appraiser	3	1	3,617-4,396
Appraiser III	2		3,125-3,798
Appraiser II	1		2,799-3,402
Appraiser I	0		2,527-3,071
Senior Auditor-Appraiser	0		3,617-4,396
Auditor-Appraiser III	2	2	3,125-3,798
Auditor-Appraiser II	0		2,799-3,402
Auditor-Appraiser I	0		2,527-3,071

YOLO (continued)

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Cadastral Draftsperson II	1		2,187-2,659
Cadastral Draftsperson I	0		1,969-2,393
Assessment Technician III	8	1	1,930-2,346
Assessment Technician II	1		1,758-2,137
Assessment Technician I	1		1,587-1,928

YUBA**TOTAL REPORTED POSITIONS: 15.5**

<u>Title</u>	<u>No. of Positions</u>	<u>PTAP</u>	<u>Monthly Salary</u>
Assessor	1		\$5,676
Assistant Assessor	1		4,000-4,862
Auditor-Appraiser III	1		2,896-3,522
Auditor-Appraiser II	0		2,629-3,198
Auditor-Appraiser I	1		2,392-2,907
Real Property Appraiser III	2		2,758-3,354
Real Property Appraiser II	1		2,506-3,047
Real Property Appraiser I	1		2,279-2,772
Assessment Office Supervisor	1		2,494-3,032
Assessment Specialist	2		1,908-2,321
Assessment Assistant II	1		1,735-2,109
Assessment Assistant I	2.5		1,577-1,919
Cadastral Drafting Technician	1		2,137-2,598

SALARIES OF ASSESSMENT APPEALS BOARDS AND HEARING OFFICERS

COUNTY	ASSESSMENT APPEALS BOARDS	HEARING OFFICERS	MISCELLANEOUS
Alameda	\$75.00 Per half day \$150.00 Per day	- -	
Alpine	- -	- -	
Amador	- -	- -	
Butte	\$40.00 Per half day (4 hours) \$75.00 Per full day (8 hours)	\$40.00 Per half day (4 hrs) \$75.00 Per full day (8 hrs)	Mileage of \$0.325 for AAB members
Calaveras	\$16.09 Per hour (Board Chair \$18.39 per hour)	N/A	County pays \$492/month for health ins.
Colusa	None	None	
Contra Costa	\$200.00 Per half day (8:00 a.m.to 12:00 p.m.) \$300.00 Per day (1 day appeals) \$400.00 Per day (consecutive day appeals)	- -	
Del Norte	None	- -	
El Dorado	\$50.00 Per half day (Stipend)	N/A	
Fresno	\$50.00 Per half day \$100.00 Per day	None	Also paid mileage.
Glenn	None	None	
Humboldt	\$40.00 Per half day \$75.00 Per day	- -	
Imperial	N/A -	- -	
Inyo	None	None	
Kern	\$125.00 Per half day \$200.00 Per day	- -	
Kings	N/A -	- -	
Lake	- -	- -	
Lassen	\$200.00 Per day	N/A	
Los Angeles	\$150.00 Per half day session of 4 hours or less in a day \$225.00 Per full day session of 4 to 6 hrs in a day \$300.00 Per session over 6 hours in any calendar day	- -	
Madera	None	None	
Marin	\$250.00 Per hour	N/A	
Mariposa	\$30.00 Per half day \$50.00 Per day	- -	Also paid mileage.
Mendocino	None	None	
Merced	\$100.00 Per day	- -	Plus \$50 for hearing over 4 hours
Modoc	None	None	
Mono	- -	- -	
Monterey	\$130.00 Per session	N/A	Also paid meals and mileage.
Napa	None	None	
Nevada	\$40.00 Per half day (chairman \$50.00) \$75.00 Per full day (chairman \$85.00)		Also paid mileage.
Orange	\$100.00 Per session	\$150.00 Per session	Hearing officers process own documents
Placer	\$100.00 Per day	- -	Plus travel and official expenditures
Plumas	None	None	
Riverside	\$100.00 Per half day \$200.00 Per day	N/A	
Sacramento	\$100.00 Per half day \$200.00 Per day	Separate contract	
San Benito	None	None	
San Bernardino	\$100.00 Per day	\$100.00 Per day	
San Diego	\$50.00 Per half day session	N/A	
San Francisco	\$100.00 Per session/3 hours	\$100.00 Per session/3 hrs	
San Joaquin	\$75.00 Per session/half day	- -	
San Luis Obispo	\$150.00 Per day	None	
San Mateo	\$200.00 Per day	N/A	
Santa Barbara	\$125.00 Per half day \$200.00 Per day	- -	Mileage of 32 cents/mile
Santa Clara	\$200.00 Per hearing day	\$200.00 Per hearing day	
Santa Cruz	\$75.00 Per day	- -	
Shasta	\$100.00 Per day	N/A	
Sierra	None	None	
Siskiyou	\$100.00 Per day	- -	Plus meals.
Solano	\$100.00 Per session 4 hours or less \$150.00 Per session over 5 hours	- -	
Sonoma	\$75.00 Up to 4 hours \$125.00 Over 4 hours to full day	- -	
Stanislaus	\$75.00 Per half day session \$150.00 Per full day session	- -	
Sutter	\$25.00 Per hour (\$200 maximum per day)	N/A	
Tehama	None	None	
Trinity	None	None	
Tulare	\$150.00 Per day (irregardless of number of hours)	N/A	
Tuolumne	- -	- -	
Ventura	\$100.00 Up to 4 hour session \$200.00 Over 4 hour session	\$100.00 Up to 4 hr session \$200.00 Over 4 hr session	
Yolo	\$125.00 Per session less than 4 hours \$175.00 Per session more than 4 hours	- -	
Yuba	- -	- -	

SECTION III

EMPLOYEE BENEFITS

EMPLOYEE RETIREMENT BENEFITS

County	RETIREMENT				SOCIAL SECURITY	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	-	50%	50%	50%	50%
Alpine	[no response]	-	-	-	-	-
Amador	CalPERS	2%@55	0%	7%	0.0765%	0.0765%
Butte	CalPERS	2%@55			0%	100%
Calaveras	CalPERS	2%@55	7%	Deferred Comp.	100%	0%
Colusa	CalPERS	2%@50	100%	0%	100%	0%
Contra Costa	1937 Ret. Act	N/A	70%	30%	7.65% up to \$76,200	1.45% over \$76,200
Del Norte	CalPERS	2%@55	Prior 7/98 7% After 7/98 4%	0% 3%	No	Yes
El Dorado	CalPERS	-	100%	Dept Hds only	-	-
Fresno	Varies by entry age & wages		POB 9%	3%	7.65%	7.65%
Glenn	CalPERS	2%@55	100%	0%	100%	0%
Humboldt	CalPERS	2%@55	100%	0%	7.65% of Gross	6% of Gross
Imperial	1937 Ret. Act	-	-	-	1.45%	0%
Inyo	CalPERS	-	100% less SS	0%	100%	0%
Kern	1937 Ret. Act	2%@55	5+ yrs 100%	1st 5 years 100%	-	-
Kings	CalPERS	2%@60	7%	0%	Maximum	Maximum
Lake	CalPERS	2%@55	100%	100%	Management 100%	Other Employees 100%
Lassen	CalPERS	2%@55	100%	0%	50%	50%
Los Angeles	LACERA	Varies	Varies - Choice of 5 plans		Withdrew 1/1/1983	0%
Madera	CalPERS	2%@60	Assessor 6%	7% (Assessor 1%)	0%	100%
Marin	Varies	-	Usually 50%	Usually 50%	0%	1.45%
Mariposa	Yes	-	100%	0%	Match	-
Mendocino	1937 Ret. Act	Sliding scale			7.65%	7.65%
Merced	1937 Ret. Act		50%	50%	Yes	
Modoc	CalPERS	2%@60	100%	0%	0%	100%
Mono	[no response]	-	-	-	-	-
Monterey	CalPERS	2%@60	-	-	0%	100%
Napa	CalPERS	2%@55	85%	15%	-	-
Nevada	CalPERS	2%@55	7%	0%	7.65%	7.65%
Orange	OCERS	-	Varies	Varies	-	-
Placer	CalPERS	2%@55	100%	0%	50%	50%
Plumas	CalPERS	2%@55	100%	0%	0%	100%
Riverside	CalPERS	2%@55	After 5 years 7%	First 5 years 7%	Yes	
Sacramento	SCERS	-	Varies by tier		7.65%	Max yrly deduction \$4,501
San Benito	CalPERS	2%@55	100%	0%	50%	50%
San Bernardino	SanBerCoERA	60%@55/30 yrs	Varies, 5+ yrs 7%	Remainder	-	-
San Diego	SDCERA	-	Varies	Varies	-	-
San Francisco	CalPERS		100%	0%	Yes	
San Joaquin	1937 Ret. Act	-	Varies	Varies	6.2%	6.2%
San Luis Obispo	CalPERS	-	4.3% to 7.1%	9.55%	6.2%	6.2%
San Mateo	1937 Act	-	80%	20%	0%	100%
Santa Barbara	1937 Ret. Act	-	Biweekly 10.24%	89.76%	0%	100%
Santa Clara	CalPERS	2%@55	7%	7% paid by county	0%	6.2%
Santa Cruz	CalPERS	2%@55	-	-	6.2% SS/1.45% Medicare	6.2% SS/1.45% Medicare
Shasta	CalPERS	2%@55	8%	First 5 years 7%	-	-
Sierra	CalPERS	2%@55	100%	0%	0%	100%
Siskiyou	CalPERS	2%@55	1.599%	6.8%	-	-
Solano	CalPERS	2%@55	3%	4%	7.6%	7.6%
Sonoma	SonomaCoERA	2%@55	-	-	Yes	
Stanislaus	1937 Ret. Act	-	-	-	Yes	
Sutter	CalPERS	2%@55	100%	0%	Employer share only	
	Hired after 10/1/95:	2%@60				
Tehama	CalPERS	2%@60	7%	-	Yes	
Trinity	CalPERS	2%@60	-	-	Yes	
Tulare	1937 Act	-	Tier 1 75%	Tier 1 25%	50%	50%
Tuolumne	CalPERS	2%@60	-	-	-	-
Ventura	VCERA/1937 Act	-	4%	2.65%	Yes	
Yolo	CalPERS	2%@55	Paid after 5 years	First 5 years split	50%	50%
Yuba	[no response]					
St of California	CalPERS Tier 1	2%@55	95%	5% (6% if no SS)	50%	50%
	CalPERS Tier 2	1.25%@65	100%	0%	50%	50%

EMPLOYEE HEALTH BENEFITS

County	MEDICAL		DENTAL	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	100%	0%	100%	0%
Alpine	[no response]	-	-	-
Amador	\$425.38		Included	
Butte	Varies by plan	Varies 4%-55%	100%	0%
Calaveras	\$6,096/year	Varies	Included	
Colusa	100%	0%	44%	56%
Contra Costa	Choice of plans 66.27%-98%	33.73%-2%	Choice of plans 78%-98%	22%-2%
Del Norte	Yes	No	Yes	No
El Dorado	93% - 100%	0%	Included	
Fresno	Employee 100%	Dependents	Employee 100%	Dependents
Glenn	Employee 100%	Family Portion	0%	100%
Humboldt	100%	0%	100%	0%
Imperial	Varies by plan 72% - 100%	Varies 28% - 0%	Varies by plan	Varies
Inyo	Choice of plans: varies 55%-100%	45% - 0%	100%	0%
Kern	100% (80% if hired after 4/15/97)	0% (or 20%)	Included in Medical	
Kings	\$126.70 to \$251.82		County Plan	
Lake	Single \$222/mo, Family \$350/mo	Family \$195/month	Yes	
Lassen	\$1200/year (Mgmt \$1392/year)	Remainder	0%	100%
Los Angeles	Varies - Choice of plans	Varies	Varies - 3 plans available	Varies
Madera	Employee 100%	0%	Employee 100%	0%
Marin	Varies - Choice of plans	Varies	\$16.59 Employee	
Mariposa	Mgmt \$325.32, Rank \$255.25		Employee \$37.18	
Mendocino	75%	25%	75%	25%
Merced	Employee 100%	Dependent 50%	Employee 100%	
Modoc	100%	0%	100%	0%
Mono	[no response]	-	-	-
Monterey	100%	0%	100%	0%
Napa	Employee 100%	Dependents 5%-7.5%	100%	0%
Nevada	100%	0%	100%	0%
Orange	Yes		Yes	
Placer	100%	Deductible & Copay	100%	Deductible/Copay
Plumas	\$468.50	Balance	\$468.50	Balance
Riverside	Flex Benefit \$312.50-\$337.50/month		In Medical	
Sacramento	\$465	-	\$67	0%
San Benito	100%	0%	70%	30%
San Bernardino	\$133.85 to \$161.54 biweekly		Included in Medical	
San Diego	Varies on number of dependents		Varies	
San Francisco	Yes		Yes	
San Joaquin	Employee+2 100%	0%	Employee+2 100%	0%
San Luis Obispo	Mgmt \$462, Rank/File \$395	Varies	In Medical	
San Mateo	80%	20%	90%	10%
Santa Barbara	Biweekly \$92.44	Based on Dependents	Biweekly \$12.02	Dependents
Santa Clara	Employee 100%		Employee 100%	
Santa Cruz	Varies on Dependents \$180 to \$359	Remainder	100%	Copay
Shasta	75%	25%	75%	25%
Sierra	100%	0%	100%	0%
Siskiyou	93%	7%	93%	7%
Solano	80%	20%	100%	0%
Sonoma	88%	12%	\$20.97-\$23.95	\$2-\$5 Biweekly
Stanislaus	Up to 100%	Varies	Flexible Spending Dollars	
Sutter	\$281.59 monthly	\$18.58 to \$178.81	Up to \$26.32 monthly	Up to \$51.75
Tehama	Yes		Yes	
Trinity	Yes		Yes	
Tulare	Yes		In Medical	
Tuolumne	Yes		Yes	
Ventura	Flexible Credit Allowance of \$167	Depends on plan	Included in Flexible Credit	
Yolo	Based on lowest plan 90%	10%	90%	10%
Yuba	[no response]	-	-	-
St of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

EMPLOYEE HEALTH BENEFITS (continued)

County	VISION		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	\$150/2 yrs		
Alpine	[no response]	-	
Amador	Included		
Butte	100%	0%	Cash back in lieu of medical if otherwise provided
Calaveras	Included		
Colusa	100%	0%	
Contra Costa	-	-	
Del Norte	No	No	
El Dorado	100%	0%	
Fresno	Employee 100%	Dependents	Choice of medical/dental plans
Glenn	Employee 100%	Family Portion	
Humboldt	100%	0%	
Imperial	Included in Dental Ins.	Included in Dental	
Inyo	100%	0%	
Kern	Included in Medical		Employee Wellness Program
Kings	County Plan		
Lake	Yes		
Lassen	0%	0%	Part of prior medical now Cafeteria/Flex plan
Los Angeles	N/A	N/A	Medical: Megaflex program available
Madera	Employee 100%		
Marin	\$1.95 Employee		
Mariposa	Employee \$10.21		
Mendocino	75%	25%	
Merced	Employee 100%		
Modoc	100%	0%	
Mono	[no response]	-	
Monterey	100%	0%	
Napa	Employee 100%	Dependents 5%-7.5%	
Nevada	100%	0%	
Orange			
Placer	100%	Deductible/Copay	
Plumas	\$468.50	Balance	
Riverside	Mgmt/Conf. \$10.24/mo	Plan available	Medical may be waived with proof of coverage
Sacramento			Dental \$67 covers full cost for employee & family
San Benito	0%	Discounted 100%	
San Bernardino	EXM/ELD incl. in medical		
San Diego	Varies		
San Francisco			
San Joaquin	Employee only 100%	0%	Management Cafeteria Plan
San Luis Obispo	In Medical		
San Mateo	100%	0%	
Santa Barbara	In Medical		
Santa Clara	Employee 100%		
Santa Cruz	100%	Deductible/Extras	
Shasta	75%	25%	
Sierra	100%	0%	
Siskiyou	100%	0%	
Solano	100%	0%	
Sonoma	100%	0%	
Stanislaus	Flexible Spending Dollars		Flexible Spending Dollars=dental, vision, life ins.
Sutter	100%	0%	
Tehama	Yes		
Trinity	Yes		
Tulare	In Medical		
Tuolumne	Yes		
Ventura	Included in Flexible Credit		
Yolo	90%	10%	
Yuba	[no response]	-	
St of California	100%	0%	Cash back in lieu of ins. if otherwise provided

EMPLOYEE LEAVE BENEFITS

County	Vacation
Alameda	0-3 years=2 weeks; 4-10 years=3 weeks; 11-19 years=4 weeks; 20+ years=5 weeks
Alpine	[no response]
Amador	11-16-21 days/year
Butte	General: 0-5 yrs=3.08 hrs/biweekly; 6-10 yrs=4.61 hrs/biweekly; 11-20 yrs=6.15 hrs/biweekly; 20+ yrs=6.76 hrs/biweekly MCS: 0-5 yrs=4.3 hrs/biweekly; 6-10 yrs=5.84 hrs/biweekly; 11-20 yrs=7.38 hrs/biweekly; 20+ yrs=8.0 hrs/biweekly
Calaveras	1-3 years=80 hours/year; 3+ years=120 hours/year; 10+ years=160 hours/year
Colusa	1-10 yrs=1.25 days/mo; 11-15 yrs=1.5 days/mo; 16-19 yrs=1.75 days/mo; 20+ yrs=2 days/mo
Contra Costa	Hours accrue monthly based on position and yrs of employment, maximum accrual
Del Norte	1-5 years=2 weeks; 6-10 years=3 weeks; 11-15 years=4 weeks; 16+ years=5 weeks
El Dorado	0-4 yrs=3.1 hrs/2 wk pay period; 4-11 yrs=4.7 hrs/2 wk pay period; 11+ yrs=6.2 hrs/2 wk pay period
Fresno	0-3 yrs=10 days/yr; 3-12 yrs=15 days/yr; 12-20 yrs=20 days/yr; 21+ yrs=20 days + 4 hr/ea 26 pay periods
Glenn	0-2 years=7.35 hours/month; 3-12 years=10.68 hours/month; 13+ years=14 hours/month
Humboldt	1-3 years=12 days; 4-10 years=15 days; 11-15 years=20 days; 16-20 years=25 days; 21+ years=30 days
Imperial	1-14 years service=15 days/year; 15+ years service=20 days/year
Inyo	1-3 years=10 days; 3-10 years=15 days; 10+ years=additional 1 day/year to a max of 25 days/year
Kern	12-28 days/year
Kings	1-5 years=12 days; 5-10 years=15 days; 10-15 years=17.5 days; 15+ years=20 days
Lake	Emp: 1-4 yrs=80 hrs, 5-15 yrs=120 hrs; Mgmt: 1-2 yrs=80 hrs, 3-5 yrs=120 hrs, 5+ yrs=160 hrs
Lassen	0-5 years=12 days/year; 5-10 years=15 days; 10-17 years=18 days; 17+ years=20 days
Los Angeles	1-4 yrs=80 hrs/4-9 yrs=120 hrs/9-10 yrs=128 hrs...(steps up biennially to)...13+ yrs=160 hrs Nonrepresented employees who are Megaflex participants do not accrue vacation.
Madera	10 days after 1st yr, 8 hrs/mo for next 18 mos, 10 hrs/mo next 36 mos, 12 hrs/mo next 54 mos, 14 hrs/mo after that
Marin	10-30 days/year based on classification and years of employment
Mariposa	Up to 13.33 hours/month
Mendocino	0-3 years=2 weeks; 3-8 years=3 weeks; 8-15 years=4 weeks; 15+ years=5 weeks
Merced	1-5 years=10 days; 5-10 years=15 days; 10+ years=20 days
Modoc	1-3 years=10 days; 4-11 years=15 days; 12-19 years=20 days; 19+ years=20 days
Mono	[no response]
Monterey	12-25 days depending on years of service
Napa	1-3 service years=3.69 hours/pay period; 4+ years=4.62 hours/pay period
Nevada	0-4 years=2 weeks; 5-12 years=3 weeks; 12+ years=4 weeks
Orange	1-3 yrs=80 hrs/yr; 3-10 yrs=120 hrs/yr (mgmt 160 hrs/yr); 10+ yrs=160 hrs/yr (Mgmt 200 hrs/yr)
Placer	0-2 yrs=10 days/yr; 3-4 yrs=12 days/yr; 5-9 yrs=15 days/yr; 10-19 yrs=20 days/yr; 20+ yrs=25 days/yr
Plumas	1-2 years=10 days; 3-7 years=15 days; 7+ years=21 days
Riverside	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours
Sacramento	0-3 yrs=3.1 hrs; 3-6 yrs=4.6 hrs; 6-9 yrs=5.5 hrs...(steps up biennially to)...15+ yrs=7.7 hrs
San Benito	1-4 years=10 days; 5-9 years=15 days; 10-14 years=19 days; 15+ years=21 days
San Bernardino	0-5 years=80 hours; 5-10 years=120 hours; 10+ years=160 hours
San Diego	Varies depending on classification
San Francisco	0-5 years=80 hours/year; 5-15 years=120 hours/year; 15+ years=160 hours/year
San Joaquin	1-3 years=80 hours; 3-10 years=120 hours; 10-20 years=160 hours; 20+ years=184 hours
San Luis Obispo	0-4 years=10 days; 5-9 years=15 days; Over 10 years=20 days (maximum payoff=240 hours after 6 months service)
San Mateo	4.0 hours per two weeks
Santa Barbara	0-2 years= 96 hours; 3-4 years=128 hours; 5-10 years=152 hours; 11-14 years=176 hours; 15+ years=200 hours
Santa Clara	10-42 days/year based on classification and service years
Santa Cruz	1-5 years=15.25 days/year; 6-10 years=20.25 days/year; 11-15 years=25.25 days/year; 16+ years=30.25 days/year
Shasta	0-3 years=10 days/year; 4-9 years=15 days/year; 10-15 years=17 days/year; 16+ years=20 days/year
Sierra	10-25 days/year based on service years
Siskiyou	0-5 years=10 days; 5-10 years=15 days; 10+ years=20 days
Solano	0-3 years=10 days/year; 3-10 years=15 days; 10+ years=20 days
Sonoma	3.07-7.36 hours biweekly depending on years of service
Stanislaus	0-2 years=3.08 hours, 3-10 years=4.62 hours, 11-20 years=6.16 hours, 21+ years=7.70 hours per pay period
Sutter	0-5 years=11 days/year, 5-10 years=15 days, 10-15 years=17 days, 15+ years=20 days
Tehama	0-4 years=96 hours/year, 5-10 years=144 hours/year; 11-20 years=168 hours/year; 21+ years=180 hours/year
Trinity	Yes
Tulare	0-3 years=10 days; 3-15 years=15 days; 15+ years=20 days; 5 days extra if exempt
Tuolumne	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours
Ventura	0-5 years=4.308 hrs/pay period up to a maximum of 7.38 hours per pay period for 15+ years of service
Yolo	2-4 weeks/year depending on service years
Yuba	[no response]
St of California	Rank&File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs/month Mgmt/Sup: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=13 hrs; 15-20 yrs=14 hrs; 20-25 yrs=15 hrs; 25+ yrs=16 hrs/mo

EMPLOYEE LEAVE BENEFITS (continued)

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days/year		Management only
Alpine	-	-	-
Amador	12 days/year		
Butte	12 days/year		Available
Calaveras	3.692 hrs/80 hr pay period		
Colusa	1 day/month, unlimited accumulation		
Contra Costa	8 hours/month	Mgmt 60 hrs annually	Mgmt only (up to 1/3 vac.)
Del Norte	1 day/month		
El Dorado	3.7 hrs/pay period (2 weeks)		
Fresno	0-3 yrs 8 days/yr, 3+yrs 13 days/yr		
Glenn	8 hours/month		
Humboldt	12 days/year	Mgmt 10 days/yr in lieu of overtime	Mgmt/Conf. Only
Imperial	.04615 hrs per 80 hr pay period	Mgmt/Asst Assr 60 hours/year	x
Inyo	15 days/year		5 sick days after 100 hrs accrued
Kern	8-12 days/year		
Kings	0-5 yrs 10 days, 5-10 yrs 11 days, 10+ yrs 12 days	Vacation time only	
Lake	96 hours/year		over 500 hours
Lassen	15 days/year		
Los Angeles	0-1 yr 80 hrs, 2-4 yrs 88 hrs, 5+ yrs 96 hrs	Megaflex program (10 days/year)	Max 48 hours/year sick leave
	Nonrepresented accrue 64 hrs/yr (non-Megaflex)		
Madera	1 day/month, unlimited accrual		
Marin	90+ hours/year based on classification		
Mariposa	10 hours/month		No
Mendocino	4.62 hours/pay period (40 hrs/yr family sick leave)		
Merced	12 days/year (can carry over balance)		Sick leave up to 20 hrs max
Modoc	9.38 hours/month		Sick leave based on minimal use
Mono	-	-	-
Monterey	10-12 hours/year depending on hire date		
Napa	3.69 hours/pay period (26 pay periods per year)		
Nevada	1 day/month	Personal leave plan	
Orange	1-3 years: 72 hours/year; 3+ years: 96 hours/year		x
Placer	10 days/year		
Plumas	1.25 hours per month/120 hrs per year		Upon separation
Riverside	4 hours per pay period, unlimited accrual	Management/Confidential	Upon retirement or death
Sacramento	4.6 hours biweekly		vacation time
San Benito	10 hours/month or 15 days/year	5 days/year for mid-management	x
San Bernardino	88 hours/year	SUP 40 hours annually	Administrative leave only
San Diego	13 days/year		For those hired prior to 7/1/79
San Francisco	4 hours/40-hour work week		
San Joaquin	.0462 hours per 80 straight hours worked	Admin. Leave to Mgmt/Supervisors	
San Luis Obispo	12 days/year excluding Assessor		
San Mateo	3.7 hours per two weeks		
Santa Barbara	3.7 hrs/80 hrs worked or 12 days/year		x
Santa Clara	8-12 years based on classification	Executive Mgmt 39 days/year	CEMA only
Santa Cruz	6 days/year	22-32 days/yr based on service yrs	
Shasta	12 days/year, no maximum accrual		1 week for mgmt only
Sierra	12 days/year		x
Siskiyou	12 days/year		
Solano	12 days/year		
Sonoma	3.68 hours biweekly	Management 2.3 hours biweekly	x
Stanislaus	3.7 hours per pay period	Management 40 hours/year	
Sutter	11-15 days/year depending upon hire date	Management 72 hours/year	Management, up to 40 hours
Tehama	8 hours/month		
Trinity	Yes	Yes	
Tulare	12 days/year		
Tuolumne	1 day/month		
Ventura	Maximum of 3.08 hours/biweekly pay period	Management 208-288.08 hrs/year	x
Yolo	12 days/year	Management 80 hours	Vacation: Mgmt 90 hrs/Sup 40 hrs
Yuba	-	-	-
St of California	8 hours/month	Exempt/Mgmt/Sup/Conf/Excluded	Exempt/Mgmt/Sup/Conf/Excluded

EMPLOYEE LEAVE BENEFITS (continued)

County	No. of Holidays	Other Types of Leave
Alameda	13	2 floating holidays, Mgmt 3 leave days
Alpine	-	-
Amador	11	
Butte	12	3 floating holidays, birthday holiday, bereavement leave, voluntary furlough program MCS employees receive administrative leave in lieu of overtime hours (40 hrs/yr)
Calaveras	13	FMLA, Military, Jury Duty
Colusa	12	Unused vacation in excess of 30 yrs may be sold to county for deferred comp.
Contra Costa	10	Personal holiday credit (2 hours/month)
Del Norte	12	3 floaters, Mid-mgmt receives 1 extra week per year
El Dorado	13	Supervisors leave 16 hours, Management leave 80 hours per year
Fresno	10	Bereavement, Military, Maternity, Leave of Absence
Glenn	-	
Humboldt	12	5 days/yr family sick, 5 days/occurrence death leave
Imperial	11	Employees paid 1/2 sick leave hrs earned in excess of total taken off during fiscal yr.
Inyo	11	5 flex days per fiscal year for holidays not observed by county
Kern	11	Military, family, school activity, bereavement, personal, education/personal enrichment
Kings	12	Federal mandated family illness requirements
Lake	12	Personal leave 16 hrs/yr; Accumulated leave cash out 20/40/60 hrs/yr by barg.unit
Lassen	13	One personal holiday, management receives 3 days
Los Angeles	11	Bereavement, Military, Jury Duty, Subpoenaed Witness, LA Co Civil Service Exams, Part-pay sick leave of 65% & 50% of regular pay after 6 months continuous service
Madera	11.5	
Marin	-	Floating holiday, personal holiday
Mariposa	13	Administrative leave, FMLA
Mendocino	11	Personal leave 24 hours (Mgmt 48 hrs/yr), bereavement leave for immediate family
Merced	12	One personal holiday, 56 hours management time
Modoc	14	1 floating holiday, 1 personal leave day (sick leave)
Mono	-	-
Monterey	10	Professional or supervisory leave
Napa	13	48 hrs family sick; 40 hrs each: critical family sick, supervisory, administrative, mgmt.
Nevada	13	Personal leave plan (vacation and sick leave combined)
Orange	12	Compensatory time off as earned
Placer	13	
Plumas	-	1 week administrative leave for appointed department heads
Riverside	12	Bereavement leave for immediate family (5 days--3 paid, 2 sick)
Sacramento	12.5	
San Benito	10.5	3 floating holidays/year
San Bernardino	13	Admin. Leave 80 hrs/yr; military; jury duty; political; exam; witness; blood donations
San Diego	12	Various: Military, educational
San Francisco	12	3 floating holidays
San Joaquin	10	5 floating holidays
San Luis Obispo	11	1 personal day, Voluntary time off of 120 hours/fiscal year (after 6 months of service)
San Mateo	12	Compensatory time off
Santa Barbara	11	Other Leave (employment testing within county system), voting/giving blood 2 hours
Santa Clara	11	32 hours personal leave and 8 hours vacation per fiscal year for rank & file
Santa Cruz	12	
Shasta	12	Admin. Leave for management, 80 hours/year in lieu of overtime
Sierra	12	Maternity, flex time
Siskiyou	11	Administrative leave (40 hrs/yr), 40 hour bonus vacation time at end of 5 years
Solano	15	Administrative leave=48 hrs/fiscal yr (mgmt), family sick (80 hrs/yr sick leave accrual)
Sonoma	11	Compassionate 3 days if traveling in excess of 300 miles; additional 16 hrs sick leave
Stanislaus	9	0.62-1.24 floats per pay period depending upon classification
Sutter	11	Up to 2 floating holidays/year, Compensatory time in lieu of paid overtime (80 hr max)
Tehama	13	Unpaid leave of absence up to 60 days; can request 40/60 hrs pay in lieu of vac time
Trinity	-	
Tulare	9	
Tuolumne	12	16 hours floating holiday each year
Ventura	8	1 floating holiday, Bereavement leave, Administrative leave in lieu of overtime
Yolo	10	4 floating holidays
Yuba	-	
St of California	12	1 personal holiday; Bereavement, Jury Duty, Military, FMLA, State Civil Service Exams

EMPLOYEE MISCELLANEOUS BENEFITS

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Death Benefit	Tax Deferred Plans	Tax Reimbursement Plans	Education Reimburse	Professional Designation Incentive
Alameda		x	x	x	x		x	
Alpine	[no response]	-	-	-	-	-	-	-
Amador	N/A	x			x	x		x
Butte	None	x	x	In life ins.	x	Flexible spending program	None	None
Calaveras	None	x	x	x	x			
Colusa	N/A	x	x	x	x			
Contra Costa		x	Mgmt only	x	x	x	x	
Del Norte	No	x	x	x	Available			
El Dorado		x	x	x	x		x	
Fresno		x	x	x	x	x		5%
Glenn		x	x	x				
Humboldt		Mgmt/conf.	SDI	None	Available	None	Max \$450/yr	None
Imperial		x			x		x	
Inyo		x	x	x	x	x	Max \$350/yr	
Kern		x	x		x	x	Job related	
Kings	N/A	Hds/Mgmt	SDI		x	N/A	\$200/yr	N/A
Lake	No	\$5,000	SDI	PERS	Available	Dep. Care Available		
Lassen	No	x	x		x		Books only	
Los Angeles	\$50-\$70 Civic Ctr	Available	Optional	In ret. plan	Available	Health/dep care acct avail.	Max \$500/yr	N/A
Madera		x	SDI	\$5,000	x			
Marin		x	x	x	x	Dep. Care Available	x	
Mariposa		x	x		x	x	x	
Mendocino	-	x	x	x	x	x	Job related	
Merced		x	x	x	x		x	5%
Modoc	N/A	x	x		Available			
Mono	[no response]	-	-	-	-	-	-	-
Monterey	100%	x	x	CalPERS	x	Dep. Care Available	x	
Napa		x			Available		x	
Nevada		x	x	x	x		x	
Orange		Mgmt only	Mgmt only		x	x	x	
Placer	N/A	x	x	x	x		x	x
Plumas		x			x			
Riverside		Mgmt only	x	x	Available			
Sacramento		x	SDI			Available	\$200-\$600/yr	
San Benito		x			x		x	
San Bernardino		x			x		x	
San Diego	\$30	x	Mgmt only	x		x	x	
San Francisco		Mgmt only	SDI	x		Café Plans	x	
San Joaquin	No	x	x	x	x	x	x	x (OREA)
San Luis Obispo	\$15	Mgmt only	x	x	x	x	x	
San Mateo	\$50	x	x	x	x		x	
Santa Barbara	Max 2 days Vac	Optional	SDI		Optional	x	x	
Santa Clara	x	x	SDI	Optional	x	x	x	
Santa Cruz	100% bus pass	x			x	x		
Shasta		x	x		x	x		
Sierra	N/A	x			x			
Siskiyou		x	x	x	x	Pre-tax cafeteria plan	Max \$500/yr	
Solano	N/A	x	Mgmt only		x		x	
Sonoma	100%	x	x		x	x	\$300-\$850	\$80/year
Stanislaus		x	x	x	x	x		x
Sutter	None	x	SDI	In life ins.	Available	Available	x	No
Tehama		x	In sick lv		Available	IRS 125 Plan Available		
Trinity		x		x	x			
Tulare		x			x	Cafeteria 125 Plan		
Tuolumne		x	x	x			x	
Ventura		x	x	x	x	x	x	x
Yolo			SDI		x	x	x	
Yuba	[no response]	-	-	-	-	-	-	-
St of California	75% up to \$60	Mgmt/Sup	NDI	x	x	x	x	x

EMPLOYEE MISCELLANEOUS BENEFITS (continued)

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			x	x	x		
Alpine	[no response]	-	-	-	-	-	-
Amador				x			
Butte	None	Req. certain positions	\$32.50 biweekly	x	Mileage of \$0.325	None	Discounts avail.
Calaveras				x	Mileage of \$0.32/mile		
Colusa		x	x	x			
Contra Costa		x	x	x	Dept Head only		
Del Norte				x	Out of town expenses		
El Dorado			x				
Fresno				x	Elected Official/Dept Head		
Glenn		x		x			
Humboldt	None	None	None	x	None	None	Group rate avail.
Imperial			x	x			
Inyo			5% bonus	x	Non-Elected Dept. Heads		
Kern	x		x	x	Dept Head/Elected Official		
Kings	N/A		N/A	x	N/A	N/A	N/A
Lake	Bar dues			Per diem	Mileage only		
Lassen							
Los Angeles	N/A	\$90/month	\$80/month	x	x	N/A	N/A
Madera			\$45	x			Discount avail.
Marin	x		x	x		x	
Mariposa				x			
Mendocino	Assessor only		x	x	x		
Merced			x	x			
Modoc		x	5%	x	Mileage \$0.31		
Mono	[no response]	-	-	-	-	-	-
Monterey			x	x	Mileage		
Napa			x	x	Dept. Head only	x	
Nevada			x	x	x		
Orange			x				
Placer	x		5%	x	Assessor only		
Plumas							
Riverside							
Sacramento	x		x	x	Dept. Heads		
San Benito			x	x	x		
San Bernardino	x		x	x	Assessor only		Perfect Attn dnc.
San Diego	x		x	x	Executive classes	Part of EAP	
San Francisco				x	x		
San Joaquin			x	x			
San Luis Obispo			x	x	Dept. Head only		Mgmt only
San Mateo			x	x	Elected official only		
Santa Barbara		\$30.38/pay period	x	x		Optional	
Santa Clara			\$41.54 biweekly	x	x		
Santa Cruz			x				
Shasta				x			
Sierra	x			x			
Siskiyou			x	x			
Solano			x	x	Executive Management		Reduced Fees
Sonoma			x	x	Mileage rate of \$0.325		See Misc.
Stanislaus			x		Dept. Head/Elected Official		
Sutter	No	No	\$50/month	x	Board of Supervisors	No	No
Tehama				x			
Trinity				x			
Tulare			1 position	x			
Tuolumne				x			
Ventura	x			x			
Yolo			x	x	Dept. Head only		
Yuba	[no response]	-	-	-	-	-	-
St of California	x		x	x		Group plan	

EMPLOYEE MISCELLANEOUS BENEFITS (continued)

County	OTHER		
	Longevity Pay	Counseling Services	Miscellaneous
Alameda			Mgmt \$1250 Cafeteria Plan & \$600 Job-Related Plan
Alpine	[no response]	-	-
Amador			
Butte		EAP	
Calaveras			
Colusa			
Contra Costa	Mgmt 2.5% after 10 yrs of service		
Del Norte			
El Dorado		x	
Fresno			
Glenn			
Humboldt	5% after 10 yrs uninterrupted service		
Imperial			
Inyo			Flexible Benefit Program for child care & medical exp.
Kern	10 yrs 2%, 15 yrs 4%, 20 yrs 6%	EAP	5% Flex Pay (available to Management/Confidential)
Kings			
Lake			
Lassen			Medical Cafeteria/Flex Plan \$2400/yr (Mgmt \$1500)
Los Angeles			
Madera			
Marin			
Mariposa			
Mendocino			
Merced			
Modoc	5%, 10%, 15%		
Mono	[no response]		
Monterey			
Napa			
Nevada			
Orange			
Placer			
Plumas			
Riverside			
Sacramento		EAP	Child Care Provider Discounts, Flexible Spending Acct
San Benito			
San Bernardino			"Perfect Attendance" = no sick leave used
San Diego		EAP	Quality First Program--4% for classified employees
San Francisco			
San Joaquin			
San Luis Obispo			
San Mateo			
Santa Barbara			Flexible Spending Plan (incl. life ins., legal services)
Santa Clara			Public Transit: ECO Pass, Free VTA & Caltrain
Santa Cruz			
Shasta			
Sierra			
Siskiyou			Wellness \$300/yr dept. head \$200/yr asst. dept. heads
Solano			
Sonoma			Athletic Club: Unrep/Conf. \$250/yr, Adm/Mgmt \$300/yr
Stanislaus			
Sutter	Assessor 10 (5%) 15 & 20 yrs (2.5%)		
Tehama	5% after 5 years in E step		
Trinity			
Tulare			
Tuolumne			
Ventura			
Yolo			
Yuba	[no response]		
St of California		EAP	

SECTION IV

APPENDIX



STATE BOARD OF EQUALIZATION
PROPERTY TAXES DEPARTMENT
450 N STREET, MIC: 64, SACRAMENTO, CALIFORNIA
(PO BOX 942879, SACRAMENTO, CALIFORNIA 94279-0064)
TELEPHONE (916) 445-4982
FAX (916) 323-8765
www.boe.ca.gov

JOHAN KLEHS
First District, Hayward

DEAN ANDAL
Second District, Stockton

CLAUDE PARRISH
Third District, Torrance

JOHN CHIANG
Fourth District, Los Angeles

KATHLEEN CONNELL
State Controller, Sacramento

E. L. SORENSEN, JR.
Executive Director

February 15, 2000

CAO 2000/003

TO COUNTY ASSESSORS ONLY:

1999-2000 SALARY SURVEY DATA REQUEST

This is our request for data on salaries for California assessors' offices in preparation for the annual "Salary Survey." For your county, we have enclosed a copy of the 1998-99 salary schedule (the last salary survey that was published). Please return the schedule corrected to show **1999-2000** budgeted staff positions and salaries. Please separately list those positions that are funded through the State-County Property Tax Administration Program (AB 818). For counties with combined offices (e.g., Assessor-Recorder), please provide information for positions used in the assessment program.

In addition, this year we will be adding information on employee benefits and assessment appeals boards salaries. Thus, please complete the enclosed questionnaire to describe the various benefits received by full-time county employees and the salaries of assessment appeals board members. This questionnaire is available in either Microsoft Word or Excel for use on a Windows-compatible computer.

Because the "Salary Survey" is primarily for the use of county assessors, please feel free to make any suggestions for improving either the methodology or the survey. If you wish to comment on items indirectly affecting salaries (e.g., mandatory furlough days, benefits no longer being paid by the county), we will include these in the survey.

Please return the questionnaire and updated salary schedule by **March 31, 2000**. If you have any questions or comments or would like to request the questionnaire on diskette, please contact Glenna Schultz in our Real Property Technical Services Unit at (916) 324-5836.

Sincerely,

/s/ Richard C. Johnson

Richard C. Johnson
Deputy Director
Property Taxes Department

RCJ/grs
Enclosures

EMPLOYEE BENEFITS

Please use the following table to describe the various benefits received by full-time county employees. Please check those items that apply to your county. If other benefits are available that are not on this list, please describe under "Other." If Administration, Management, and/or Supervisors receive a different level of benefits than Rank and File employees, please describe as best as possible either in the space next to the benefit or under "Comments" on Page 2.

	TYPE OF BENEFIT	% PAID BY COUNTY	% PAID BY EMPLOYEE
	Retirement: System (e.g. CalPERS): _____ Formula (e.g., 2% at 55): _____		
	Medical Plan		
	Dental Plan		
	Vision Plan		
	Public Transit/Commute Subsidy		
	Social Security		
	MISCELLANEOUS BENEFITS		
	Life Insurance		
	Disability Insurance		
	Death Benefit		
	Tax Deferred Plans		
	Tax Reimbursement Plans (e.g., expenses for medical, dental, day care, etc.)		
	Education Reimbursement		
	Professional Designation Incentive (e.g., extra 2% for CPA designation)		
	Professional Designation Reimbursement (e.g., Bar or professional society dues)		
	Pay Incentive for Appraisers and Auditor Appraisers with Advanced Certification		
	Bilingual Pay Differential		
	Travel Expenses		
	Car Allowance		
	Legal Services		
	Athletic Club Membership		
	LEAVE BENEFITS		
	Holidays—Number per Year:		
	Sick Leave (please describe):		
	Vacation (please describe):		
	Other Types of Leave (please describe):		
	Annual Leave (please describe):		
	Leave Buy Back (Option to sell unused leave for cash at end of year)		
	Other (please specify):		

SALARIES OF ASSESSMENT APPEALS BOARDS

If your county Board of Supervisors has appointed a separate assessment appeals board to hear property tax appeals, please provide the salary for the appeals board members.

Assessment Appeals Board members: \$ _____ per _____
Session, Hour, Day, etc.

Hearing Officers (if any): \$ _____ per _____
Session, Hour, Day, etc.

☐ No separately appointed assessment appeals board or hearing officers.

COMMENTS: _____

Contact Person

Telephone Number

Please return to:

State Board of Equalization
Policy, Planning, and Standards Division
P O Box 942879, MIC 64
Sacramento, CA 94279-0064